

# City of Portland



1010-BES  
Bureau of  
Environmental Services

## **Bureau** **Affirmative Action Program** **(AAP) Plan Reports**

**2019 AAP Annual Plan Reports**  
**1/1/2018 to 12/31/2018**



**Job Group  
Analysis  
Summary by EEO  
Category Report**

**Job Group Analysis Summary by EEO Code**

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	15	35	4	2	7	0	0	2		
63 Employees	%	23.81	55.56	6.35	3.17	11.11	0.00	0.00	3.17		
2 - Professionals	#	35	85	19	5	5	0	0	6		
200 Employees	%	17.50	42.50	9.50	2.50	2.50	0.00	0.00	3.00		
3 - Technicians	#	27	37	6	5	7	2	2	5		
149 Employees	%	18.12	24.83	4.03	3.36	4.70	1.34	1.34	3.36		
6 - Administrative Support	#	17	30	8	4	2	1	0	2		
53 Employees	%	32.08	56.60	15.09	7.55	3.77	1.89	0.00	3.77		
7 - Skilled Workers	#	17	7	3	4	2	1	2	5		
83 Employees	%	20.48	8.43	3.61	4.82	2.41	1.20	2.41	6.02		
8 - Service	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
<b>555 Employees</b>	<b>Totals #</b>	<b>111</b>	<b>195</b>	<b>40</b>	<b>20</b>	<b>23</b>	<b>4</b>	<b>4</b>	<b>20</b>		
	<b>%</b>	<b>20.00</b>	<b>35.14</b>	<b>7.21</b>	<b>3.60</b>	<b>4.14</b>	<b>0.72</b>	<b>0.72</b>	<b>3.60</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		#	0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
1EN - Officials/Admin - Environmental		#	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		#	1	4	0	0	1	0	0	0		
9 Employees	1	%	11.11	44.44	0.00	0.00	11.11	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	1	1	0	0	1	0	0	0		
5 Employees	1	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	13	29	4	2	5	0	0	2		
45 Employees	1	%	28.89	64.44	8.89	4.44	11.11	0.00	0.00	4.44		
1PM - Officials/Admin - Program Management		#	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		
2AC - Professionals - Accounting		#	1	2	1	0	0	0	0	0		
5 Employees	2	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
2BO - Professionals - Botanic		#	0	2	0	0	0	0	0	0		
8 Employees	2	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	0	1	0	0	0	0	0	0		
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
2EN - Professionals - Environmental		#	5	28	0	1	2	0	0	2		
58 Employees	2	%	8.62	48.28	0.00	1.72	3.45	0.00	0.00	3.45		
2ER - Professionals - Engineering & Related		#	21	27	16	2	1	0	0	2		
87 Employees	2	%	24.14	31.03	18.39	2.30	1.15	0.00	0.00	2.30		
2IT - Professionals - Information Technology		#	2	7	0	0	1	0	0	1		
11 Employees	2	%	18.18	63.64	0.00	0.00	9.09	0.00	0.00	9.09		
2PL - Professionals - Planning		#	1	5	0	0	0	0	0	1		
6 Employees	2	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67		

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2PM - Professionals - Program Management		#	5	13	2	2	1	0	0	0		
24 Employees	2	%	20.83	54.17	8.33	8.33	4.17	0.00	0.00	0.00		
3EL - Technicians - Electronics		#	1	0	0	0	0	0	0	1		
15 Employees	3	%	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67		
3EN - Technicians - Environmental		#	6	15	1	3	0	0	0	2		
34 Employees	3	%	17.65	44.12	2.94	8.82	0.00	0.00	0.00	5.88		
3ER - Technicians - Engineering & Related		#	19	16	5	2	6	2	2	2		
84 Employees	3	%	22.62	19.05	5.95	2.38	7.14	2.38	2.38	2.38		
3LB - Technicians - Laboratory		#	1	6	0	0	1	0	0	0		
13 Employees	3	%	7.69	46.15	0.00	0.00	7.69	0.00	0.00	0.00		
3RM - Technicians - Risk Management		#	0	0	0	0	0	0	0	0		
3 Employees	3	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6EN - Administrative Support - Environmental		#	0	3	0	0	0	0	0	0		
4 Employees	6	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	6	13	2	1	1	1	0	1		
24 Employees	6	%	25.00	54.17	8.33	4.17	4.17	4.17	0.00	4.17		
6OS - Administrative Support - Office Support		#	7	10	2	3	1	0	0	1		
11 Employees	6	%	63.64	90.91	18.18	27.27	9.09	0.00	0.00	9.09		
6PM - Administrative Support - Program Management		#	4	3	4	0	0	0	0	0		
10 Employees	6	%	40.00	30.00	40.00	0.00	0.00	0.00	0.00	0.00		
6SP - Administrative Support - Store & Purchases		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
7EN - Skilled Craft - Environmental		#	14	6	3	3	1	1	2	4		
68 Employees	7	%	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88		
7GM - Skilled Craft - General Maintenance/Trades		#	3	1	0	1	1	0	0	1		
15 Employees	7	%	20.00	6.67	0.00	6.67	6.67	0.00	0.00	6.67		
8ER - Service Maintenance - Engineering and Related		#	0	1	0	0	0	0	0	0		
6 Employees	8	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	0	0	0	0	0	0	0	0		
1 Employee	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

## Job Group Analysis Summary

Job Group & Name	EEO Code	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
555 Employees	Totals	#	111	195	40	20	23	4	4	20		
		%	20.00	35.14	7.21	3.60	4.14	0.72	0.72	3.60		

# **Job Group Analysis Report**



**Job Group Analysis**

1CR

Officials/Admin - Community Relations

EEO Code: 1

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

# Job Group Analysis

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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

# Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003074 - Laboratory 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

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		
30003050 - Engineering Manager	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003013 - Capital Project Manager II	#	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		
9 Employees	Totals #	1	4	0	0	1	0	0	0		
	%	11.11	44.44	0.00	0.00	11.11	0.00	0.00	0.00		

# Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003056 - Financial Analyst III	#	0	0	0	0	0	0	0	0		
3 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003055 - Financial Analyst II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
5 Employees	Totals #	1	1	0	0	1	0	0	0		
	%	20.00	20.00	0.00	0.00	20.00	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	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		
30003083 - Manager III	#	1	2	0	1	0	0	0	0		
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
30003082 - Manager II	#	0	6	0	0	0	0	0	0		
10 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30003081 - Manager I	#	4	4	0	1	2	0	0	1		
8 Employees	%	50.00	50.00	0.00	12.50	25.00	0.00	0.00	12.50		
30003008 - Analyst III	#	4	5	3	0	1	0	0	0		
7 Employees	%	57.14	71.43	42.86	0.00	14.29	0.00	0.00	0.00		
30003007 - Analyst II	#	2	9	1	0	1	0	0	0		
10 Employees	%	20.00	90.00	10.00	0.00	10.00	0.00	0.00	0.00		
30003006 - Analyst I	#	2	2	0	0	1	0	0	1		
5 Employees	%	40.00	40.00	0.00	0.00	20.00	0.00	0.00	20.00		
45 Employees	Totals #	13	29	4	2	5	0	0	2		
	Totals %	28.89	64.44	8.89	4.44	11.11	0.00	0.00	4.44		

# 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	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

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000064 - Accountant III	#	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		
30000063 - Accountant II	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	1	2	1	0	0	0	0	0		
	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000320 - Botanic Spec II-Generalist	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	25.00	0.00	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	#	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

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003052 - Environmental Supervisor	#	0	6	0	0	0	0	0	0		
9 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30003102 - Statistician	#	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		
30000340 - Hydrogeologist	#	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		
30000459 - Environmental Policy Analyst	#	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		
30000662 - Environmental Program Coordinator	#	0	4	0	0	0	0	0	0		
7 Employees	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
30000339 - Environmental Specialist-Generalist	#	5	17	0	1	2	0	0	2		
33 Employees	%	15.15	51.52	0.00	3.03	6.06	0.00	0.00	6.06		
30002037 - Field Science Specialist	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
58 Employees	Totals #	5	28	0	1	2	0	0	2		
	Totals %	8.62	48.28	0.00	1.72	3.45	0.00	0.00	3.45		

# Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003051 - Engineering Supervisor	#	2	4	2	0	0	0	0	0		
11 Employees	%	18.18	36.36	18.18	0.00	0.00	0.00	0.00	0.00		
30003047 - Engineer III	#	5	5	5	0	0	0	0	0		
15 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	8	8	5	1	1	0	0	1		
28 Employees	%	28.57	28.57	17.86	3.57	3.57	0.00	0.00	3.57		
30000366 - Engineer-Electrical	#	2	0	1	1	0	0	0	0		
3 Employees	%	66.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000367 - Engineer-Geotechnical	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000368 - Engineer-Mechanical	#	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		
30003084 - Mapping & GIS Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000358 - Engineering Associate, Sr-Civil	#	2	5	1	0	0	0	0	1		
16 Employees	%	12.50	31.25	6.25	0.00	0.00	0.00	0.00	6.25		
30000700 - Communications Engineer	#	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		
30000313 - Landscape Architect	#	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		
30000353 - Engineering Associate-Civil	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
87 Employees	Totals #	21	27	16	2	1	0	0	2		
	Totals %	24.14	31.03	18.39	2.30	1.15	0.00	0.00	2.30		

# Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000218 - Inf Syst Analyst, Principal-Gen	#	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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30003012 - Business Systems Analyst III	#	1	4	0	0	0	0	0	1		
6 Employees	%	16.67	66.67	0.00	0.00	0.00	0.00	0.00	16.67		
30003011 - Business Systems 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		
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		
30003010 - Business Systems Analyst I	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals #	2	7	0	0	1	0	0	1		
	%	18.18	63.64	0.00	0.00	9.09	0.00	0.00	9.09		

# Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003090 - Planner, Supervising	#	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		
30000398 - Planner, Sr City-Water Resources	#	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		
30000390 - Planner II. City-Water Resources	#	1	3	0	0	0	0	0	1		
3 Employees	%	33.33	100.00	0.00	0.00	0.00	0.00	0.00	33.33		
6 Employees	Totals #	1	5	0	0	0	0	0	1		
	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67		

# 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	8	0	1	1	0	0	0		
15 Employees	%	13.33	53.33	0.00	6.67	6.67	0.00	0.00	0.00		
30003028 - Coordinator II	#	3	5	2	1	0	0	0	0		
9 Employees	%	33.33	55.56	22.22	11.11	0.00	0.00	0.00	0.00		
24 Employees	Totals #	5	13	2	2	1	0	0	0		
	%	20.83	54.17	8.33	8.33	4.17	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		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
12 Employees	%	8.33	0.00	0.00	0.00	0.00	0.00	0.00	8.33		
30000401 - Electronic Systems Technician	#	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		
15 Employees	Totals #	1	0	0	0	0	0	0	1		
	%	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67		



# Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000338 - Environmental Technician II	#	3	9	1	1	0	0	0	1		
25 Employees	%	12.00	36.00	4.00	4.00	0.00	0.00	0.00	4.00		
30002038 - Field Science Technician	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000337 - Environmental Technician I	#	3	4	0	2	0	0	0	1		
6 Employees	%	50.00	66.67	0.00	33.33	0.00	0.00	0.00	16.67		
34 Employees	Totals #	6	15	1	3	0	0	0	2		
	%	17.65	44.12	2.94	8.82	0.00	0.00	0.00	5.88		

# 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	2	1	0	0	0	0	0		
12 Employees	%	8.33	16.67	8.33	0.00	0.00	0.00	0.00	0.00		
30000330 - CAD Technician III	#	1	0	0	0	0	0	1	0		
4 Employees	%	25.00	0.00	0.00	0.00	0.00	0.00	25.00	0.00		
30000343 - GIS Technician III	#	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		
30000229 - Public Works Inspector, Sr	#	3	2	1	0	1	0	1	0		
13 Employees	%	23.08	15.38	7.69	0.00	7.69	0.00	7.69	0.00		
30000228 - Public Works Inspector	#	2	3	0	1	0	1	0	0		
15 Employees	%	13.33	20.00	0.00	6.67	0.00	6.67	0.00	0.00		
30000325 - Engineering Technician II	#	8	7	2	0	4	0	0	2		
24 Employees	%	33.33	29.17	8.33	0.00	16.67	0.00	0.00	8.33		
30000329 - CAD Technician II	#	1	1	0	1	0	0	0	0		
6 Employees	%	16.67	16.67	0.00	16.67	0.00	0.00	0.00	0.00		
30000342 - GIS Technician II	#	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		
30000328 - CAD Technician I	#	2	0	0	0	1	1	0	0		
3 Employees	%	66.67	0.00	0.00	0.00	33.33	33.33	0.00	0.00		
30000341 - GIS 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		
84 Employees	#	19	16	5	2	6	2	2	2		
Totals	%	22.62	19.05	5.95	2.38	7.14	2.38	2.38	2.38		

# Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002507 - Laboratory Coordinator-CL	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30002506 - Laboratory Analytical Specialist-CL	#	1	2	0	0	1	0	0	0		
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
30002505 - Laboratory Analyst II-CL	#	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		
13 Employees	Totals #	1	6	0	0	1	0	0	0		
	%	7.69	46.15	0.00	0.00	7.69	0.00	0.00	0.00		

# Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003100 - Risk Specialist II	#	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		
30003099 - Risk Specialist 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		
3 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

6EN

Administrative Support - Environmental

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	3	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

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II	#	1	3	0	0	1	0	0	0		
11 Employees	%	9.09	27.27	0.00	0.00	9.09	0.00	0.00	0.00		
30003103 - Supervisor I - E	#	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		
30003004 - Administrative Specialist III	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30003003 - Administrative Specialist II	#	2	6	0	0	0	1	0	1		
6 Employees	%	33.33	100.00	0.00	0.00	0.00	16.67	0.00	16.67		
24 Employees	Totals #	6	13	2	1	1	1	0	1		
	Totals %	25.00	54.17	8.33	4.17	4.17	4.17	0.00	4.17		

# 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	4	0	1	0	0	0	0		
4 Employees	%	25.00	100.00	0.00	25.00	0.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	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		
30000012 - Office Support Specialist II	#	5	5	2	1	1	0	0	1		
6 Employees	%	83.33	83.33	33.33	16.67	16.67	0.00	0.00	16.67		
11 Employees	Totals #	7	10	2	3	1	0	0	1		
	%	63.64	90.91	18.18	27.27	9.09	0.00	0.00	9.09		

# Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003235 - Coordinator I - E	#	3	2	3	0	0	0	0	0		
8 Employees	%	37.50	25.00	37.50	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals #	4	3	4	0	0	0	0	0		
	%	40.00	30.00	40.00	0.00	0.00	0.00	0.00	0.00		



# Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002485 - Storekeepr/Acquisition Specialist III-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		
30002484 - Storekeeper/Acquisition Specialist II-CL	#	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		
4 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		

# Job Group Analysis

7EN

Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000157 - Industrial Maintenance Millwright	#	3	1	0	0	1	1	0	1		
28 Employees	%	10.71	3.57	0.00	0.00	3.57	3.57	0.00	3.57		
30000161 - Wastewater Operator II	#	10	5	3	2	0	0	2	3		
39 Employees	%	25.64	12.82	7.69	5.13	0.00	0.00	5.13	7.69		
30000155 - Industrial Maintenance Millwright, Appr	#	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		
68 Employees	Totals #	14	6	3	3	1	1	2	4		
	%	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88		

# Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000121 - Electrician/Instrument Technician	#	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		
30000116 - Electrician	#	2	1	0	1	0	0	0	1		
9 Employees	%	22.22	11.11	0.00	11.11	0.00	0.00	0.00	11.11		
30000114 - Industrial Painter	#	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		
30000126 - Industrial Machinist	#	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		
15 Employees	Totals #	3	1	0	1	1	0	0	1		
	%	20.00	6.67	0.00	6.67	6.67	0.00	0.00	6.67		

# Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000346 - Materials Testing Technician III	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals #	0	1	0	0	0	0	0	0		
	%	0.00	16.67	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		
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		
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	

# **Incumbency vs. Estimated Availability Report**

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

**Incumbency vs. Estimated Availability**

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

1EN		Officials/Admin - Environmental							
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 %	10.06	13.56	2.69	0.00	6.10	0.00	0.00	1.26
	Emp Less Avail?								
	Statistical Value	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
9	Employment %	11.11	44.44	0.00	0.00	11.11	0.00	0.00	0.00
	Availability %	16.66	9.96	6.51	1.14	6.73	0.49	0.13	1.65
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E		1.000E	1.000E	1.000E
	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

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	20.00	0.00	0.00	20.00	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		0.384E	1.000E	1.000E				1.000E
	Stat Significant?								
	Shortfall		1						
1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
45	Employment %	28.89	64.44	8.89	4.44	11.11	0.00	0.00	4.44
	Availability %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value						0.409	0.201	
	Stat Significant?								
	Shortfall								
1PM		Officials/Admin - Program Management							
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 %	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	1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	40.00	20.00	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?		YES						
	Statistical Value		0.351E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

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



## Incumbency vs. Estimated Availability

2BO		Professionals - Botanic							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.58	25.76	0.00	0.00	4.55	0.00	3.03	0.00
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E			1.000E		1.000E	
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.65	48.09	4.50	0.09	3.31	2.07	0.00	2.66
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2EN		Professionals - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
58	Employment %	8.62	48.28	0.00	1.72	3.45	0.00	0.00	3.45
	Availability %	7.56	26.90	0.23	0.00	4.42	0.00	2.90	0.00
	Emp Less Avail?							YES	
	Statistical Value			0.366		0.360		1.316	
	Stat Significant?								
	Shortfall							1	
2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
87	Employment %	24.14	31.03	18.39	2.30	1.15	0.00	0.00	2.30
	Availability %	12.52	13.86	7.24	0.42	1.88	0.62	0.00	2.35
	Emp Less Avail?								
	Statistical Value					0.502	0.737		0.031
	Stat Significant?								
	Shortfall								

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

## Incumbency vs. Estimated Availability

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	18.18	63.64	0.00	0.00	9.09	0.00	0.00	9.09
	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		
	Stat Significant?								
	Shortfall								
2PL		Professionals - Planning							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67
	Availability %	3.51	50.88	3.51	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value			1.000E					
	Stat Significant?								
	Shortfall								
2PM		Professionals - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
24	Employment %	20.83	54.17	8.33	8.33	4.17	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?		YES						
	Statistical Value		0.531E			1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1						
3EL		Technicians - Electronics							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67
	Availability %	24.76	21.15	11.74	2.38	7.49	1.29	0.00	1.85
	Emp Less Avail?	YES	YES	YES		YES			
	Statistical Value	0.137E	0.053E	0.244E	1.000E	0.622E	1.000E		
	Stat Significant?								
	Shortfall	2	3	1		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

3EN		Technicians - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
34	Employment %	17.65	44.12	2.94	8.82	0.00	0.00	0.00	5.88
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?		YES	YES					
	Statistical Value	0.176	1.816	0.802		0.760	0.760		0.364
	Stat Significant?								
	Shortfall		5	1					
3ER		Technicians - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
84	Employment %	22.62	19.05	5.95	2.38	7.14	2.38	2.38	2.38
	Availability %	17.70	32.78	7.48	1.62	3.77	1.16	0.08	3.58
	Emp Less Avail?		YES	YES					YES
	Statistical Value		2.681	0.532					0.591
	Stat Significant?		YES						
	Shortfall		11	1					1
3LB		Technicians - Laboratory							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
13	Employment %	7.69	46.15	0.00	0.00	7.69	0.00	0.00	0.00
	Availability %	29.91	22.90	8.88	0.00	4.67	0.00	0.00	16.36
	Emp Less Avail?	YES		YES					YES
	Statistical Value	0.126E		0.622E					0.146E
	Stat Significant?								
	Shortfall		2		1				
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value	1.000E	0.557E	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

6EN		Administrative Support - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.23	48.83	0.00	4.45	3.34	0.44	0.00	0.00
	Emp Less Avail?								
	Statistical Value	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
24	Employment %	25.00	54.17	8.33	4.17	4.17	4.17	0.00	4.17
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?		YES						
	Statistical Value		0.296E			1.000E		1.000E	
	Stat Significant?								
	Shortfall		2						
6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	63.64	90.91	18.18	27.27	9.09	0.00	0.00	9.09
	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	
	Stat Significant?								
	Shortfall								
6PM		Administrative Support - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	40.00	30.00	40.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78
	Emp Less Avail?		YES						
	Statistical Value		0.014E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?		YES						
	Shortfall		3						

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

6SP		Administrative Support - Store & Purchases							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	22.38	47.88	6.62	3.33	8.74	0.74	0.94	2.00
	Emp Less Avail?								
	Statistical Value	0.581E	0.626E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
7EN		Skilled Craft - Environmental							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
68	Employment %	20.59	8.82	4.41	4.41	1.47	1.47	2.94	5.88
	Availability %	8.42	10.04	7.00	1.42	0.00	0.00	0.00	0.00
	Emp Less Avail?			YES					
	Statistical Value		0.334	0.837					
	Stat Significant?								
	Shortfall			1					
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	6.67	0.00	6.67	6.67	0.00	0.00	6.67
	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	
	Stat Significant?								
	Shortfall								
8ER		Service Maintenance - Engineering and Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	27.89	37.01	11.30	1.17	11.15	1.64	0.47	2.17
	Emp Less Avail?	YES	YES						
	Statistical Value	0.196E	0.423E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	1	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

8GM		Service Maintenance - General Maintenance/Trades							
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 %	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	1.000E	1.000E
	Stat Significant?								
	Shortfall								

Total Employment: 555

W - Whole Person Rule

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

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

# **Shortfall Report (Persons Required)**

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

**Shortfall**

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

1EN		Officials/Admin - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.1	0.0	0.0	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		
9	# Employed	1	4	0	0	1	0	0	0		
	# Available	1.5	0.9	0.6	0.1	0.6	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	1	0	0	1	0	0	0		
	# Available	0.7	2.3	0.2	0.2	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		
45	# Employed	13	29	4	2	5	0	0	2		
	# Available	4.6	18.6	2.0	0.5	1.2	0.2	0.0	0.7		
	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		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.4	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		



## Shortfall

2AC		Professionals - Accounting									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.7	3.3	0.4	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		
2BO		Professionals - Botanic									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.1	0.0	0.0	0.4	0.0	0.2	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2EN		Professionals - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
58	# Employed	5	28	0	1	2	0	0	2		
	# Available	4.4	15.6	0.1	0.0	2.6	0.0	1.7	0.0		
	Persons Required	0	0	0	0	0	0	1	0		
2ER		Professionals - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
87	# Employed	21	27	16	2	1	0	0	2		
	# Available	10.9	12.1	6.3	0.4	1.6	0.5	0.0	2.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	7	0	0	1	0	0	1		
	# Available	1.5	4.6	0.9	0.1	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
2PL		Professionals - Planning									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	5	0	0	0	0	0	1		
	# Available	0.2	3.1	0.2	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		
24	# Employed	5	13	2	2	1	0	0	0		
	# Available	3.1	14.8	1.1	0.3	1.2	0.2	0.0	0.3		
	Persons Required	0	1	0	0	0	0	0	0		

## Shortfall

3EL		Technicians - Electronics									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	1	0	0	0	0	0	0	1		
	# Available	3.7	3.2	1.8	0.4	1.1	0.2	0.0	0.3		
	Persons Required	2	3	1	0	1	0	0	0		
3EN		Technicians - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	6	15	1	3	0	0	0	2		
	# Available	6.4	20.2	2.1	0.6	0.6	0.6	0.0	2.6		
	Persons Required	0	5	1	0	0	0	0	0		
3ER		Technicians - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
84	# Employed	19	16	5	2	6	2	2	2		
	# Available	14.9	27.5	6.3	1.4	3.2	1.0	0.1	3.0		
	Persons Required	0	11	1	0	0	0	0	1		
3LB		Technicians - Laboratory									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
13	# Employed	1	6	0	0	1	0	0	0		
	# Available	3.9	3.0	1.2	0.0	0.6	0.0	0.0	2.1		
	Persons Required	2	0	1	0	0	0	0	2		
3RM		Technicians - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	0	0	0	0	0	0	0		
	# 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		
6EN		Administrative Support - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.3	2.0	0.0	0.2	0.1	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		
24	# Employed	6	13	2	1	1	1	0	1		
	# Available	3.6	15.4	1.0	0.3	1.4	0.2	0.1	0.7		
	Persons Required	0	2	0	0	0	0	0	0		
6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	7	10	2	3	1	0	0	1		
	# Available	1.9	8.6	0.7	0.2	0.5	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

# Shortfall

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	4	3	4	0	0	0	0	0		
	# Available	1.5	6.9	0.5	0.2	0.6	0.1	0.0	0.1		
	Persons Required	0	3	0	0	0	0	0	0		

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.9	1.9	0.3	0.1	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

7EN		Skilled Craft - Environmental									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
68	# Employed	14	6	3	3	1	1	2	4		
	# Available	5.7	6.8	4.8	1.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	1	0	0	0	0	0		

7GM		Skilled Craft - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	3	1	0	1	1	0	0	1		
	# Available	2.7	0.5	0.3	0.2	1.6	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

8ER		Service Maintenance - Engineering and Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	0	1	0	0	0	0	0	0		
	# Available	1.7	2.2	0.7	0.1	0.7	0.1	0.0	0.1		
	Persons Required	1	1	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.4	0.0	0.0	0.0	0.3	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.