City of Portland

1120-PBOT
Portland Bureau of Transportation

Bureau
Affirmative Action Program (AAP) Plan Reports

2018
AAP Annual Plan Reports
07/01/2016 to 12/31/2017

Note: As of January 2018, the City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the 2018 AAP Annual Plan includes six quarters of applicant and personnel action data, extending from July 1, 2016 to December 31, 2017.

City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

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	#	16	44	5	4	3	1	0	3		
99 Employees	%	16.16	44.44	5.05	4.04	3.03	1.01	0.00	3.03		
2 - Professionals	#	27	32	16	3	5	2	1	0		
95 Employees	%	28.42	33.68	16.84	3.16	5.26	2.11	1.05	0.00		
3 - Technicians	#	21	38	7	6	2	3	1	2		
109 Employees	%	19.27	34.86	6.42	5.50	1.83	2.75	0.92	1.83		
5 - Protective Service Workers: Non-Sworn	#	17	24	2	7	4	1	0	3		
66 Employees	%	25.76	36.36	3.03	10.61	6.06	1.52	0.00	4.55		
6 - Administrative Support	#	26	53	7	9	5	1	0	4		
81 Employees	%	32.10	65.43	8.64	11.11	6.17	1.23	0.00	4.94		
7 - Skilled Workers	#	18	13	3	3	5	5	0	2		
127 Employees	%	14.17	10.24	2.36	2.36	3.94	3.94	0.00	1.57		
8 - Service	#	40	33	8	16	8	1	2	5		
214 Employees	%	18.69	15.42	3.74	7.48	3.74	0.47	0.93	2.34		
791 Employees **Totals**	#	165	237	48	48	32	14	4	19		
	%	20.86	29.96	6.07	6.07	4.05	1.77	0.51	2.40		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	1	1	0	0	0	1	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
1CI - Officials/Admin - Code Inspections		#	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		
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		
1ER - Officials/Admin - Engineering & Related		#	1	13	0	0	1	0	0	0		
33 Employees	1	%	3.03	39.39	0.00	0.00	3.03	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	4	3	3	1	0	0	0	0		
7 Employees	1	%	57.14	42.86	42.86	14.29	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	5	11	2	1	1	0	0	1		
23 Employees	1	%	21.74	47.83	8.70	4.35	4.35	0.00	0.00	4.35		
1GM - Officials/Admin - General Maintenance/Trades		#	3	7	0	2	1	0	0	0		
18 Employees	1	%	16.67	38.89	0.00	11.11	5.56	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	2	8	0	0	0	0	0	2		
14 Employees	1	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		
1SP - Officials/Admin - Store & Purchases		#	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		
2AC - Professionals - Accounting		#	1	2	1	0	0	0	0	0		
2 Employees	2	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	2	2	0	1	1	0	0	0		
3 Employees	2	%	66.67	66.67	0.00	33.33	33.33	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		#	16	17	11	2	1	1	1	0		
60 Employees	2	%	26.67	28.33	18.33	3.33	1.67	1.67	1.67	0.00		
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		

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2IT - Professionals - Information Technology		#	1	3	1	0	0	0	0	0		
6 Employees	2	%	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00		
2PL - Professionals - Planning		#	6	7	3	0	3	0	0	0		
22 Employees	2	%	27.27	31.82	13.64	0.00	13.64	0.00	0.00	0.00		
3BI - Technicians - Building Inspections		#	0	2	0	0	0	0	0	0		
10 Employees	3	%	0.00	20.00	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		#	18	34	5	6	2	3	1	1		
94 Employees	3	%	19.15	36.17	5.32	6.38	2.13	3.19	1.06	1.06		
3RM - Technicians - Risk Management		#	1	1	0	0	0	0	0	1		
2 Employees	3	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
5CI - Protective Service - Non-Sworn - Code Inspections		#	16	23	2	6	4	1	0	3		
61 Employees	5	%	26.23	37.70	3.28	9.84	6.56	1.64	0.00	4.92		
5GM - Protective Service - Non-Sworn - General Maintenan		#	1	1	0	1	0	0	0	0		
5 Employees	5	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		
6CI - Administrative Support - Code Inspections		#	3	6	1	1	0	0	0	1		
9 Employees	6	%	33.33	66.67	11.11	11.11	0.00	0.00	0.00	11.11		
6CR - Administrative Support - Community Relations		#	1	1	0	1	0	0	0	0		
1 Employee	6	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
6ER - Administrative Support - Engineering Related		#	3	6	0	1	2	0	0	0		
10 Employees	6	%	30.00	60.00	0.00	10.00	20.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	5	10	3	1	0	0	0	1		
12 Employees	6	%	41.67	83.33	25.00	8.33	0.00	0.00	0.00	8.33		
6OS - Administrative Support - Office Support		#	7	16	2	3	2	0	0	0		
21 Employees	6	%	33.33	76.19	9.52	14.29	9.52	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	4	10	1	2	0	0	0	1		
15 Employees	6	%	26.67	66.67	6.67	13.33	0.00	0.00	0.00	6.67		
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		
6WA - Administrative Support - Water		#	0	2	0	0	0	0	0	0		
4 Employees	6	%	0.00	50.00	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		
7ER - Skilled Craft-Engineering Related		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	18	12	3	3	5	5	0	2		
126 Employees	7	%	14.29	9.52	2.38	2.38	3.97	3.97	0.00	1.59		
8CR - Service Maintenance - Community Relations		#	5	12	2	1	1	0	0	1		
16 Employees	8	%	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25		
8GM - Service Maintenance - General Maintenance/Trades		#	35	21	6	15	7	1	2	4		
198 Employees	8	%	17.68	10.61	3.03	7.58	3.54	0.51	1.01	2.02		
791 Employees	Totals	#	165	237	48	48	32	14	4	19		
		%	20.86	29.96	6.07	6.07	4.05	1.77	0.51	2.40		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000420 - Transportation Director	#	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	0	1	0	0		
	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		

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	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

1CR Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000497 - 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		
	%	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		
30000683 - 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		
30002083 - Transportation Director, Assistant	#	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		
30000853 - Transportation Dev Perm &Transit Grp Mgr	#	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		
30000682 - Engineer, Principal	#	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		
30000684 - 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		
30000681 - Engineer, Supervising	#	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		
30000699 - Traffic Investigations 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		
30001259 - Capital Program 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		
30000687 - Capital Project Manager 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		
30000696 - Engineering Survey 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		
30000697 - Right of Way Acquisition 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		
30000686 - Capital Project Manager II	#	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		
30000690 - Public Works Inspection Supervisor	#	1	2	0	0	1	0	0	0		
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	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		
33 Employees Totals	#	1	13	0	0	1	0	0	0		
	%	3.03	39.39	0.00	0.00	3.03	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		
30000569 - Financial Analyst, Principal	#	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		
30000568 - Financial Analyst, Sr	#	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		
30000567 - Financial Analyst	#	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		
30000566 - Financial Analyst, Assistant	#	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		
7 Employees Totals	#	4	3	3	1	0	0	0	0		
	%	57.14	42.86	42.86	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		
30000442 - Business Operations Manager, Sr	#	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		
30000441 - Business Operations Manager	#	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		
30000453 - Management Analyst, Principal	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	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		
30000452 - Management Analyst, Sr	#	0	3	0	0	0	0	0	0		
8 Employees	%	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	2	3	1	0	1	0	0	0		
4 Employees	%	50.00	75.00	25.00	0.00	25.00	0.00	0.00	0.00		
30000450 - Management Assistant	#	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		
23 Employees Totals	#	5	11	2	1	1	0	0	1		
	%	21.74	47.83	8.70	4.35	4.35	0.00	0.00	4.35		

Job Group Analysis

1GM — Officials/Admin - General Maintenance/Trades — EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000854 - Transportation Systems Grp Mgr	#	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		
30000632 - Public Works Division Manager	#	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		
30000642 - Transportation Division Manager	#	3	4	0	2	1	0	0	0		
8 Employees	%	37.50	50.00	0.00	25.00	12.50	0.00	0.00	0.00		
30000639 - Portland Streetcar Operations 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		
30000839 - Portland Streetcar Operations Supvr	#	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		
18 Employees Totals	#	3	7	0	2	1	0	0	0		
	%	16.67	38.89	0.00	11.11	5.56	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		
30000466 - Program Manager, Sr	#	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		
30000465 - Program Manager	#	2	3	0	0	0	0	0	2		
6 Employees	%	33.33	50.00	0.00	0.00	0.00	0.00	0.00	33.33		
30000464 - Program Coordinator	#	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		
30001859 - Parking Pay Station Analyst	#	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		
14 Employees Totals	#	2	8	0	0	0	0	0	2		
	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		

Job Group Analysis

1SP Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000468 - Stores System Supervisor 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		
1 Employee Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000062 - Accountant I	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
2 Employees Totals	#	1	2	1	0	0	0	0	0		
	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000495 - 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		
30000493 - Community Outreach & Informtn Rep, Sr	#	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		
30000492 - Community Outreach & Informtn Rep	#	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	#	2	2	0	1	1	0	0	0		
	%	66.67	66.67	0.00	33.33	33.33	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		
	%	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		
30000680 - Engineer, Sr	#	3	2	3	0	0	0	0	0		
9 Employees	%	33.33	22.22	33.33	0.00	0.00	0.00	0.00	0.00		
30000365 - Engineer-Civil	#	1	2	0	1	0	0	0	0		
8 Employees	%	12.50	25.00	0.00	12.50	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	1	5	0	1	0	0	0	0		
9 Employees	%	11.11	55.56	0.00	11.11	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		
30000702 - Street Lights/Signals Manager	#	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		
30000358 - Engineering Associate, Sr-Civil	#	1	2	1	0	0	0	0	0		
4 Employees	%	25.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	4	2	2	0	1	0	1	0		
13 Employees	%	30.77	15.38	15.38	0.00	7.69	0.00	7.69	0.00		
30000694 - Surveying Supervisor	#	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		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000331 - CAD Analyst	#	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		
30000353 - Engineering Associate-Civil	#	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		
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		
60 Employees Totals	#	16	17	11	2	1	1	1	0		
	%	26.67	28.33	18.33	3.33	1.67	1.67	1.67	0.00		

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	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		
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		
30000449 - Business Systems Analyst, Sr	#	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		
30000448 - Business Systems Analyst	#	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		
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		
30000447 - Business Systems Analyst, Assistant	#	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		
6 Employees Totals	#	1	3	1	0	0	0	0	0		
	%	16.67	50.00	16.67	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		
30000740 - Transportation Planner, Supervising	#	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		
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	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		
30000385 - Planner II. City-Land Use	#	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		
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		
30000739 - Transportation Planning Coordinator	#	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		
30000375 - Planner, Associate	#	2	1	1	0	1	0	0	0		
4 Employees	%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		
22 Employees Totals	#	6	7	3	0	3	0	0	0		
	%	27.27	31.82	13.64	0.00	13.64	0.00	0.00	0.00		

Job Group Analysis

3BI Technicians - Building Inspections

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000836 - Development Supervisor II	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000732 - Development Supervisor 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		
30000197 - Sidewalk Inspector	#	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		
10 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	20.00	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	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	#	0	2	0	0	0	0	0	0		
8 Employees	%	0.00	25.00	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		
2 Employees	%	0.00	50.00	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		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000228 - Public Works Inspector	#	1	0	0	0	0	1	0	0		
8 Employees	%	12.50	0.00	0.00	0.00	0.00	12.50	0.00	0.00		
30000325 - Engineering Technician II	#	8	16	3	3	2	0	0	0		
30 Employees	%	26.67	53.33	10.00	10.00	6.67	0.00	0.00	0.00		
30000329 - CAD Technician II	#	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		
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		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001037 - Utility Locator	#	1	3	0	1	0	0	0	0		
5 Employees	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	5	6	1	2	0	0	1	1		
12 Employees	%	41.67	50.00	8.33	16.67	0.00	0.00	8.33	8.33		
94 Employees Totals	#	18	34	5	6	2	3	1	1		
	%	19.15	36.17	5.32	6.38	2.13	3.19	1.06	1.06		

Job Group Analysis

3RM	Technicians - Risk Management	EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000485 - Safety & Risk Officer I	#	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		
2 Employees Totals	#	1	1	0	0	0	0	0	1		
	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

5CI — Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	14	23	2	5	4	1	0	2		
59 Employees	%	23.73	38.98	3.39	8.47	6.78	1.69	0.00	3.39		
30001883 - Streetcar Officer	#	2	0	0	1	0	0	0	1		
2 Employees	%	100.00	0.00	0.00	50.00	0.00	0.00	0.00	50.00		
61 Employees Totals	#	16	23	2	6	4	1	0	3		
	%	26.23	37.70	3.28	9.84	6.56	1.64	0.00	4.92		

Job Group Analysis

5GM — Protective Service - Non-Sworn - General Maintenan — EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000638 - Parking Control 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		
30000637 - Parking Enforcement Supervisor	#	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		
5 Employees Totals	#	1	1	0	1	0	0	0	0		
	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00		

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	#	3	6	1	1	0	0	0	1		
9 Employees	%	33.33	66.67	11.11	11.11	0.00	0.00	0.00	11.11		
9 Employees Totals	#	3	6	1	1	0	0	0	1		
	%	33.33	66.67	11.11	11.11	0.00	0.00	0.00	11.11		

Job Group Analysis

6CR — Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Informtn Assistant	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

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	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		
30000348 - Right of Way Agent I	#	2	2	0	0	2	0	0	0		
2 Employees	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
10 Employees Totals	#	3	6	0	1	2	0	0	0		
	%	30.00	60.00	0.00	10.00	20.00	0.00	0.00	0.00		

Job Group Analysis

6GA — Administrative Support - General Administrative — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	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		
30000436 - Administrative Supervisor I	#	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		
30000434 - Administrative Assistant	#	1	6	1	0	0	0	0	0		
6 Employees	%	16.67	100.00	16.67	0.00	0.00	0.00	0.00	0.00		
30000433 - Administrative Specialist, Sr	#	2	1	0	1	0	0	0	1		
2 Employees	%	100.00	50.00	0.00	50.00	0.00	0.00	0.00	50.00		
12 Employees Totals	#	5	10	3	1	0	0	0	1		
	%	41.67	83.33	25.00	8.33	0.00	0.00	0.00	8.33		

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		
6 Employees	%	16.67	66.67	0.00	16.67	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	#	2	3	1	0	1	0	0	0		
3 Employees	%	66.67	100.00	33.33	0.00	33.33	0.00	0.00	0.00		
30000029 - Service Dispatcher	#	3	4	1	2	0	0	0	0		
6 Employees	%	50.00	66.67	16.67	33.33	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	1	5	0	0	1	0	0	0		
5 Employees	%	20.00	100.00	0.00	0.00	20.00	0.00	0.00	0.00		
21 Employees Totals	#	7	16	2	3	2	0	0	0		
	%	33.33	76.19	9.52	14.29	9.52	0.00	0.00	0.00		

Job Group Analysis

6PM — Administrative Support - Program Management — EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	1	5	1	0	0	0	0	0		
8 Employees	%	12.50	62.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	3	5	0	2	0	0	0	1		
7 Employees	%	42.86	71.43	0.00	28.57	0.00	0.00	0.00	14.29		
15 Employees Totals	#	4	10	1	2	0	0	0	1		
	%	26.67	66.67	6.67	13.33	0.00	0.00	0.00	6.67		

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

6WA Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	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		
4 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

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	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	#	0	1	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

7GM — Skilled Craft - General Maintenance/Trades — EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000640 - Portland Streetcar Maintenance 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		
30000117 - Electrician, Lead	#	1	0	0	0	1	0	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	33.33	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		
30000630 - Public Works Supervisor II	#	2	3	1	1	0	0	0	0		
19 Employees	%	10.53	15.79	5.26	5.26	0.00	0.00	0.00	0.00		
30000643 - Portland Streetcar Maintenance Supvr	#	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		
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		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	16.67	0.00	0.00		
30000092 - Sign and Marking Technician	#	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		
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	#	0	0	0	0	0	0	0	0		
13 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	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	0	0	0	1		
8 Employees	%	12.50	12.50	0.00	0.00	0.00	0.00	0.00	12.50		
30000099 - Parking Pay Station Technician	#	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		

Job Group Analysis

7GM Skilled Craft - General Maintenance/Trades EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002495 - Construction Equipment Operator-CL	#	3	1	0	1	0	2	0	0		
18 Employees	%	16.67	5.56	0.00	5.56	0.00	11.11	0.00	0.00		
30000090 - Asphalt Raker	#	3	0	1	0	0	1	0	1		
7 Employees	%	42.86	0.00	14.29	0.00	0.00	14.29	0.00	14.29		
126 Employees Totals	#	18	12	3	3	5	5	0	2		
	%	14.29	9.52	2.38	2.38	3.97	3.97	0.00	1.59		

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	#	0	4	0	0	0	0	0	0		
6 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	3	6	0	1	1	0	0	1		
8 Employees	%	37.50	75.00	0.00	12.50	12.50	0.00	0.00	12.50		
30001183 - Transportation Demand Mgmt Assistant	#	2	2	2	0	0	0	0	0		
2 Employees	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
16 Employees Totals	#	5	12	2	1	1	0	0	1		
	%	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25		

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		
11 Employees	%	9.09	9.09	0.00	9.09	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	#	24	13	4	8	6	1	2	3		
121 Employees	%	19.83	10.74	3.31	6.61	4.96	0.83	1.65	2.48		
30002493 - Automotive Equipment Oper I-CL	#	7	3	1	4	1	0	0	1		
44 Employees	%	15.91	6.82	2.27	9.09	2.27	0.00	0.00	2.27		
30002489 - Utility Worker I-CL	#	2	3	0	2	0	0	0	0		
10 Employees	%	20.00	30.00	0.00	20.00	0.00	0.00	0.00	0.00		
198 Employees Totals	#	35	21	6	15	7	1	2	4		
	%	17.68	10.61	3.03	7.58	3.54	0.51	1.01	2.02		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Emp Less Avail?								
Statistical Value			0.951E	0.959E	0.946E		0.999E	0.990E
Stat Significant?								
Shortfall								

1CI Officials/Admin - Code Inspections

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	12.06	65.49	0.45	3.19	0.30	0.00	7.97	0.15
Emp Less Avail?								
Statistical Value	0.879E	0.345E	0.996E	0.968E	0.997E		0.920E	0.998E
Stat Significant?								
Shortfall								

1CR Officials/Admin - Community Relations

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	10.03	62.78	1.75	6.39	0.61	0.34	0.08	0.87
Emp Less Avail?								
Statistical Value	0.900E	0.372E	0.982E	0.936E	0.994E	0.997E	0.999E	0.991E
Stat Significant?								
Shortfall								

1ER Officials/Admin - Engineering & Related

Total Emp: 33

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	3.03	39.39	0.00	0.00	3.03	0.00	0.00	0.00
Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
Emp Less Avail?	YES		YES		YES			
Statistical Value	2.229		1.687	0.677	0.777	0.411	0.191	0.742
Stat Significant?	YES							
Shortfall	4		2		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 7	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	57.14	42.86	42.86	14.29	0.00	0.00	0.00	0.00
Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Emp Less Avail?								
Statistical Value		0.603E			0.786E	0.999E	0.999E	0.876E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp 23	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	21.74	47.83	8.70	4.35	4.35	0.00	0.00	4.35
Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
Emp Less Avail?								
Statistical Value						0.883E	0.984E	
Stat Significant?								
Shortfall								

1GM Officials/Admin - General Maintenance/Trades

Total Emp 18	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	38.89	0.00	11.11	5.56	0.00	0.00	0.00
Availability %	13.11	30.59	4.60	2.45	3.15	0.52	0.35	2.04
Emp Less Avail?								
Statistical Value			0.428E			0.910E	0.939E	0.690E
Stat Significant?								
Shortfall								

1PM Officials/Admin - Program Management

Total Emp 14	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29
Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
Emp Less Avail?								
Statistical Value	0.487E		0.427E	0.483E	0.594E	0.924E	0.979E	
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

1SP Officials/Admin - Store & Purchases

Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.64	53.70	3.81	0.32	3.47	0.17	0.00	1.86
Emp Less Avail?								
Statistical Value	0.904E		0.962E	0.997E	0.965E	0.998E		0.981E
Stat Significant?								
Shortfall								

2AC Professionals - Accounting

Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
Emp Less Avail?								
Statistical Value				0.989E	0.947E	0.995E	0.997E	0.956E
Stat Significant?								
Shortfall								

2CR Professionals - Community Relations

Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00
Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
Emp Less Avail?								
Statistical Value			0.830E			0.986E		0.982E
Stat Significant?								
Shortfall								

2EN Professionals - Environmental

Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.12	27.26	0.21	0.00	4.91	0.00	2.16	0.84
Emp Less Avail?								
Statistical Value	0.919E	0.727E	0.998E		0.951E		0.978E	0.992E
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

2ER Professionals - Engineering & Related

Total Emp 60

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.67	28.33	18.33	3.33	1.67	1.67	1.67	0.00
Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
Emp Less Avail?								YES
Statistical Value					0.111			1.243
Stat Significant?								
Shortfall								1

2GM Professionals - General Maintenance/Trades

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00
Availability %	13.05	48.72	6.40	0.80	3.36	0.32	0.00	2.18
Emp Less Avail?								
Statistical Value			0.936E	0.992E	0.966E			0.978E
Stat Significant?								
Shortfall								

2IT Professionals - Information Technology

Total Emp 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	50.00	16.67	0.00	0.00	0.00	0.00	0.00
Availability %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
Emp Less Avail?								
Statistical Value				0.978E	0.868E	0.998E		0.936E
Stat Significant?								
Shortfall								

2PL Professionals - Planning

Total Emp 22

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	27.27	31.82	13.64	0.00	13.64	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		0.057E						
Stat Significant?								
Shortfall		4						

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Incumbency vs. Estimated Availability

3BI Technicians - Building Inspections

Total Emp 10

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	20.00	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	YES						
Statistical Value	0.124E	0.027E	0.523E	0.845E	0.845E	0.845E		0.457E
Stat Significant?		YES						
Shortfall	1	3						

3EL Technicians - Electronics

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
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				0.930E	0.792E	0.962E		0.946E
Stat Significant?								
Shortfall								

3ER Technicians - Engineering & Related

Total Emp 94

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	19.15	36.17	5.32	6.38	2.13	3.19	1.06	1.06
Availability %	17.00	32.32	7.15	1.55	3.56	1.13	0.09	3.52
Emp Less Avail?			YES		YES			YES
Statistical Value			0.689		0.749			1.292
Stat Significant?								
Shortfall			1		1			2

3RM Technicians - Risk Management

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00
Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
Emp Less Avail?								
Statistical Value			0.914E		0.831E			
Stat Significant?								
Shortfall								

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Incumbency vs. Estimated Availability

5CI — Protective Service - Non-Sworn - Code Inspections

Total Emp 61	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.23	37.70	3.28	9.84	6.56	1.64	0.00	4.92
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?		YES						
Statistical Value		4.033						
Stat Significant?		YES						
Shortfall		15						

5GM — Protective Service - Non-Sworn - General Maintenan

Total Emp 5	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00
Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
Emp Less Avail?		YES						
Statistical Value		0.068E	0.888E					0.810E
Stat Significant?								
Shortfall		2						

6CI — Administrative Support - Code Inspections

Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	66.67	11.11	11.11	0.00	0.00	0.00	11.11
Availability %	18.24	68.32	5.05	3.54	6.98	0.61	0.52	1.54
Emp Less Avail?								
Statistical Value		0.581E			0.521E	0.946E	0.954E	
Stat Significant?								
Shortfall								

6CR — Administrative Support - Community Relations

Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00
Availability %	16.29	72.05	4.99	2.03	7.05	0.79	0.31	1.11
Emp Less Avail?								
Statistical Value			0.950E		0.930E	0.992E	0.997E	0.989E
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

6ER Administrative Support - Engineering Related

Total Emp 10	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	30.00	60.00	0.00	10.00	20.00	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		0.142E	0.816E			0.956E		0.780E
Stat Significant?								
Shortfall		1						

6GA Administrative Support - General Administrative

Total Emp 12	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	41.67	83.33	25.00	8.33	0.00	0.00	0.00	8.33
Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
Emp Less Avail?								
Statistical Value		0.390E			0.528E	0.935E	0.954E	
Stat Significant?								
Shortfall								

6OS Administrative Support - Office Support

Total Emp 21	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	76.19	9.52	14.29	9.52	0.00	0.00	0.00
Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
Emp Less Avail?								
Statistical Value		0.529E				0.832E	0.921E	0.602E
Stat Significant?								
Shortfall								

6PM Administrative Support - Program Management

Total Emp 15	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	26.67	66.67	6.67	13.33	0.00	0.00	0.00	6.67
Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
Emp Less Avail?		YES			YES			
Statistical Value		0.302E			0.333E	0.892E	0.946E	
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

6SP Administrative Support - Store & Purchases

Total Emp 9	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	22.22	0.00	0.00	11.11	11.11	0.00	11.11
Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
Emp Less Avail?		YES						
Statistical Value		0.117E	0.542E	0.730E			0.916E	
Stat Significant?								
Shortfall		2						

6WA Administrative Support - Water

Total Emp 4	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.61	41.09	0.89	1.91	1.53	2.52	0.00	0.76
Emp Less Avail?								
Statistical Value	0.729E		0.965E	0.926E	0.940E	0.903E		0.970E
Stat Significant?								
Shortfall								

7ER Skilled Craft-Engineering Related

Total Emp 1	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	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	0.789E		0.972E		0.944E	0.972E		0.901E
Stat Significant?								
Shortfall								

7GM Skilled Craft - General Maintenance/Trades

Total Emp 126	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	9.52	2.38	2.38	3.97	3.97	0.00	1.59
Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
Emp Less Avail?	YES				YES			YES
Statistical Value	0.925				2.199		0.827	0.841
Stat Significant?					YES			
Shortfall	3				7			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

8CR	Service Maintenance - Community Relations							
Total Emp 16	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.25	75.00	12.50	6.25	6.25	0.00	0.00	6.25
Availability %	23.53	17.65	0.00	23.53	0.00	0.00	0.00	0.00
Emp Less Avail?				YES				
Statistical Value				0.081E				
Stat Significant?								
Shortfall				2				

8GM	Service Maintenance - General Maintenance/Trades							
Total Emp 198	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	17.68	10.61	3.03	7.58	3.54	0.51	1.01	2.02
Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
Emp Less Avail?	YES				YES			
Statistical Value	5.741				7.915			0.200
Stat Significant?	YES				YES			
Shortfall	39				50			

Total Employment: 791

W - Whole Person Rule

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

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Shortfall Report (Persons Required)

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

Shortfall

1DR — Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	0	0	1	0	0		
	# Available	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1CI — Officials/Admin - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.7	0.0	0.0	0.0	0.0	0.1	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		

1ER — Officials/Admin - Engineering & Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
33	# Employed	1	13	0	0	1	0	0	0		
	# Available	5.9	4.5	2.6	0.5	2.1	0.2	0.0	0.5		
	Persons Required	4	0	2	0	1	0	0	0		

1FL — Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	4	3	3	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	0	0	0	0	0	0	0		

1GA — Officials/Admin - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	5	11	2	1	1	0	0	1		
	# Available	2.5	9.6	1.0	0.4	0.6	0.1	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		

1GM — Officials/Admin - General Maintenance/Trades

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	3	7	0	2	1	0	0	0		
	# Available	2.4	5.5	0.8	0.4	0.6	0.1	0.1	0.4		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1PM — Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
14	# Employed	2	8	0	0	0	0	0	2		
	# Available	2.7	6.8	0.8	0.7	0.5	0.1	0.0	0.5		
	Persons Required	0	0	0	0	0	0	0	0		

1SP — Officials/Admin - Store & Purchases

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		

2AC — Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	1	0	0	0	0	0		
	# Available	0.3	1.3	0.2	0.0	0.1	0.0	0.0	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		
3	# Employed	2	2	0	1	1	0	0	0		
	# Available	0.5	1.6	0.2	0.1	0.2	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		
60	# Employed	16	17	11	2	1	1	1	0		
	# Available	7.4	8.3	4.1	0.3	1.1	0.4	0.0	1.5		
	Persons Required	0	0	0	0	0	0	0	1		

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		
6	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.5	2.8	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2PL — Professionals - Planning

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	6	7	3	0	3	0	0	0		
	# Available	0.8	11.2	0.8	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	4	0	0	0	0	0	0		

3BI — Technicians - Building Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	0	2	0	0	0	0	0	0		
	# Available	1.9	5.9	0.6	0.2	0.2	0.2	0.0	0.8		
	Persons Required	1	3	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		
94	# Employed	18	34	5	6	2	3	1	1		
	# Available	16.0	30.4	6.7	1.5	3.3	1.1	0.1	3.3		
	Persons Required	0	0	1	0	1	0	0	2		

3RM — Technicians - Risk Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.4	0.6	0.1	0.0	0.2	0.0	0.0	0.1		
	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		
61	# Employed	16	23	2	6	4	1	0	3		
	# Available	4.5	38.2	1.4	0.6	0.0	0.0	0.0	2.5		
	Persons Required	0	15	0	0	0	0	0	0		

5GM — Protective Service - Non-Sworn - General Maintenan

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.4	3.1	0.1	0.0	0.0	0.0	0.0	0.2		
	Persons Required	0	2	0	0	0	0	0	0		

6CI — Administrative Support - Code Inspections

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	6	1	1	0	0	0	1		
	# Available	1.6	6.1	0.5	0.3	0.6	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6CR — Administrative Support - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	0	0	0	0		
	# Available	0.2	0.7	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6ER — Administrative Support - Engineering Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
10	# Employed	3	6	0	1	2	0	0	0		
	# Available	1.1	7.9	0.2	0.4	0.3	0.0	0.0	0.2		
	Persons Required	0	1	0	0	0	0	0	0		

6GA — Administrative Support - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	5	10	3	1	0	0	0	1		
	# Available	1.6	10.7	0.4	0.2	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		
21	# Employed	7	16	2	3	2	0	0	0		
	# Available	3.6	16.3	1.4	0.4	1.0	0.2	0.1	0.5		
	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		
15	# Employed	4	10	1	2	0	0	0	1		
	# Available	2.5	11.3	0.9	0.3	1.1	0.1	0.1	0.1		
	Persons Required	0	1	0	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		

6WA — Administrative Support - Water

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	1.6	0.0	0.1	0.1	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

7ER — Skilled Craft-Engineering Related

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	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		

Shortfall

7GM	Skilled Craft - General Maintenance/Trades									
Total Emp 126		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	18	12	3	3	5	5	0	2	
	# Available	21.9	4.5	2.6	1.8	12.3	1.0	0.7	3.6	
	Persons Required	3	0	0	0	7	0	0	1	

8CR	Service Maintenance - Community Relations									
Total Emp 16		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	5	12	2	1	1	0	0	1	
	# Available	3.8	2.8	0.0	3.8	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 198		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	35	21	6	15	7	1	2	4	
	# Available	74.1	8.7	2.5	7.5	57.6	0.9	1.1	4.4	
	Persons Required	39	0	0	0	50	0	0	0	

W - Whole Person Rule

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