

City of Portland



1150-PPB
Portland Police Bureau

Bureau

Affirmative Action Program (AAP) Plan Reports

2018 Quarter 2 (Semi-Annual)
AAP Update Plan Reports
1/1/2018 to 6/30/2018



BHR BUREAU OF
HUMAN
RESOURCES

**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	#	9	24	4	3	1	1	0	0			
36 Employees	%	25.00	66.67	11.11	8.33	2.78	2.78	0.00	0.00			
2 - Professionals	#	4	26	2	1	1	0	0	0			
44 Employees	%	9.09	59.09	4.55	2.27	2.27	0.00	0.00	0.00			
3 - Technicians	#	6	12	3	0	0	1	0	2			
19 Employees	%	31.58	63.16	15.79	0.00	0.00	5.26	0.00	10.53			
4 - Protective Service Workers: Sworn	#	151	141	57	33	38	4	2	17			
917 Employees	%	16.47	15.38	6.22	3.60	4.14	0.44	0.22	1.85			
5 -Protective Service Workers: Non-Sworn	#	3	5	0	1	2	0	0	0			
12 Employees	%	25.00	41.67	0.00	8.33	16.67	0.00	0.00	0.00			
6 - Administrative Support	#	29	103	7	2	13	2	2	3			
143 Employees	%	20.28	72.03	4.90	1.40	9.09	1.40	1.40	2.10			
8 - Service	#	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			
1177 Employees	Totals	#	202	311	73	40	55	8	4	22		
		%	17.16	26.42	6.20	3.40	4.67	0.68	0.34	1.87		

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	1	0	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial	#		1	2	1	0	0	0	0	0		
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative	#		5	14	2	2	1	0	0	0		
17 Employees	1	%	29.41	82.35	11.76	11.76	5.88	0.00	0.00	0.00		
1LE - Officials/Admin - Law Enforcement	#		2	3	1	0	0	1	0	0		
8 Employees	1	%	25.00	37.50	12.50	0.00	0.00	12.50	0.00	0.00		
1PM - Officials/Admin - Program Management	#		0	4	0	0	0	0	0	0		
7 Employees	1	%	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00		
1RM - Officials/Admin - Risk 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	5	1	0	0	0	0	0		
6 Employees	2	%	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations	#		1	1	1	0	0	0	0	0		
2 Employees	2	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
2HR - Professionals - Human Resources	#		0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology	#		0	1	0	0	0	0	0	0		
2 Employees	2	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
2LE - Professionals - Law Enforcement	#		2	10	0	1	1	0	0	0		
23 Employees	2	%	8.70	43.48	0.00	4.35	4.35	0.00	0.00	0.00		
2OS - Professionals - Office Support	#		0	8	0	0	0	0	0	0		
9 Employees	2	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
3LE - Technicians - Law Enforcement	#		6	11	3	0	0	1	0	2		
18 Employees	3	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		
3VI - Technicians - Video	#		0	1	0	0	0	0	0	0		
1 Employee	3	%	0.00	100.00	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		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive		#	1	1	1	0	0	0	0	0		
6 Employees	4	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		#	8	6	2	1	3	0	0	2		
39 Employees	4	%	20.51	15.38	5.13	2.56	7.69	0.00	0.00	5.13		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level		#	26	34	10	7	7	2	0	0		
229 Employees	4	%	11.35	14.85	4.37	3.06	3.06	0.87	0.00	0.00		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry		#	116	100	44	25	28	2	2	15		
643 Employees	4	%	18.04	15.55	6.84	3.89	4.35	0.31	0.31	2.33		
5LE - Protective Service - Non-Sworn - Law Enforcement		#	3	5	0	1	2	0	0	0		
12 Employees	5	%	25.00	41.67	0.00	8.33	16.67	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	7	23	1	1	3	0	1	1		
28 Employees	6	%	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57		
6LE - Administrative Support - Law Enforcement		#	1	3	1	0	0	0	0	0		
4 Employees	6	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	12	65	3	0	6	1	0	2		
87 Employees	6	%	13.79	74.71	3.45	0.00	6.90	1.15	0.00	2.30		
6PM - Administrative Support - Program Management		#	6	6	1	1	2	1	1	0		
15 Employees	6	%	40.00	40.00	6.67	6.67	13.33	6.67	6.67	0.00		
6SP - Administrative Support - Store & Purchases		#	3	6	1	0	2	0	0	0		
9 Employees	6	%	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00		
8AM - Service Maintenance - Auto Maintenance		#	0	0	0	0	0	0	0	0		
4 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8LE - Service Maintenance - Law Enforcement		#	0	0	0	0	0	0	0	0		
2 Employees	8	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1177 Employees	Totals	#	202	311	73	40	55	8	4	22		
		%	17.16	26.42	6.20	3.40	4.67	0.68	0.34	1.87		

Job Group Analysis Report

City of Portland

2018 July (Semi-Annual) AAP Update Plan

Sector: 1150 - PPB Portland Police Bureau

Portland, OR

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000431 - Police Chief	#	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	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Totals

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	#	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		
30000566 - Financial Analyst, Assistant	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
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

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	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		
30000441 - Business Operations 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		
30000453 - Management Analyst, Principal	#	1	2	0	1	0	0	0	0		
2 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	1	4	0	1	0	0	0	0		
5 Employees	%	20.00	80.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000451 - Management Analyst	#	3	6	2	0	1	0	0	0		
6 Employees	%	50.00	100.00	33.33	0.00	16.67	0.00	0.00	0.00		
30000450 - Management Assistant	#	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		
17 Employees	#	5	14	2	2	1	0	0	0		
Totals	%	29.41	82.35	11.76	11.76	5.88	0.00	0.00	0.00		

Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002512 - Deputy Chief of Police	#	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		
30000784 - Police Chief, Assistant	#	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		
30000780 - Police Records Manager	#	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		
30000833 - Police Evidence & Property Mgr	#	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		
30000837 - Police Evidence Control Supervisor	#	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		
8 Employees	#	2	3	1	0	0	1	0	0		
Totals		%	25.00	37.50	12.50	0.00	0.00	12.50	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	#	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		
30000464 - Program Coordinator	#	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		
7 Employees	Totals	#	0	4	0	0	0	0	0		
		%	0.00	57.14	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000478 - Claims Analyst, 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		
1 Employee	Totals	#	0	0	0	0	0	0	0		
		%	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		
30000062 - Accountant I	#	1	5	1	0	0	0	0	0		
6 Employees	%	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	1	5	1	0	0	0	0		
		%	16.67	83.33	16.67	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	#	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		
30000492 - Community Outreach & Informtn Rep	#	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		
2 Employees	Totals #	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000531 - Training & Development 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		
2 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems Analyst, 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		
30000448 - Business Systems 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		
2 Employees	Totals #	0	1	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

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies Coordinator	#	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		
30000778 - Police Data Research Supervisor	#	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		
30000777 - Crime Analyst	#	1	6	0	0	1	0	0	0		
17 Employees	%	5.88	35.29	0.00	0.00	5.88	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		
23 Employees	Totals	#	2	10	0	1	1	0	0		
		%	8.70	43.48	0.00	4.35	4.35	0.00	0.00		

Job Group Analysis

2OS

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	0	8	0	0	0	0	0	0		
9 Employees	%	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	0	8	0	0	0	0	0		
		%	0.00	88.89	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3LE

Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	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		
30000304 - Police Identification Technician	#	4	9	1	0	0	1	0	2		
15 Employees	%	26.67	60.00	6.67	0.00	0.00	6.67	0.00	13.33		
18 Employees Totals	#	6	11	3	0	0	1	0	2		
	%	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11		

Job Group Analysis

3VI

Technicians - Video

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production 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	#	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

4LE-4

Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
6 Employees	#	1	1	1	0	0	0	0	0		
	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

4LE-3

Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	3	4	1	0	2	0	0	0		
12 Employees	%	25.00	33.33	8.33	0.00	16.67	0.00	0.00	0.00		
30000299 - Police Lieutenant	#	5	2	1	1	1	0	0	2		
27 Employees	%	18.52	7.41	3.70	3.70	3.70	0.00	0.00	7.41		
39 Employees Totals	#	8	6	2	1	3	0	0	2		
	%	20.51	15.38	5.13	2.56	7.69	0.00	0.00	5.13		

Job Group Analysis

4LE-2

Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
15 Employees	%	13.33	26.67	13.33	0.00	0.00	0.00	0.00	0.00		
30000302 - Police Detective	#	11	20	5	3	3	0	0	0		
88 Employees	%	12.50	22.73	5.68	3.41	3.41	0.00	0.00	0.00		
30000298 - Police Sergeant	#	13	10	3	4	4	2	0	0		
126 Employees	%	10.32	7.94	2.38	3.17	3.17	1.59	0.00	0.00		
229 Employees	#	26	34	10	7	7	2	0	0		
Totals	%	11.35	14.85	4.37	3.06	3.06	0.87	0.00	0.00		

Job Group Analysis

4LE-1

Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000297 - Police Officer	#	116	100	44	25	28	2	2	15		
643 Employees	%	18.04	15.55	6.84	3.89	4.35	0.31	0.31	2.33		
643 Employees Totals	#	116	100	44	25	28	2	2	15		
	%	18.04	15.55	6.84	3.89	4.35	0.31	0.31	2.33		

Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000774 - Police Program Specialist, Sr	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000775 - Police Internal Affairs Investigator	#	2	3	0	1	1	0	0	0		
8 Employees	%	25.00	37.50	0.00	12.50	12.50	0.00	0.00	0.00		
30000296 - Public Safety Aide	#	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		
12 Employees	Totals	#	3	5	0	1	2	0	0	0	
		%	25.00	41.67	0.00	8.33	16.67	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	#	0	3	0	0	0	0	0	0		
3 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000436 - Administrative Supervisor I	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000434 - Administrative Assistant	#	2	4	0	0	0	0	1	1		
4 Employees	%	50.00	100.00	0.00	0.00	0.00	0.00	25.00	25.00		
30000433 - Administrative Specialist, Sr	#	5	11	1	1	3	0	0	0		
16 Employees	%	31.25	68.75	6.25	6.25	18.75	0.00	0.00	0.00		
28 Employees	#	7	23	1	1	3	0	1	1		
Totals	%	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57		

Job Group Analysis

6LE

Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm Program 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		
30000779 - Police Records Supervisor	#	1	3	1	0	0	0	0	0		
3 Employees	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	1	3	1	0	0	0	0	0		
	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000025 - Police Administrative Support Spec, Sr	#	3	13	1	0	2	0	0	0		
15 Employees	%	20.00	86.67	6.67	0.00	13.33	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	4	19	1	0	2	0	0	1		
22 Employees	%	18.18	86.36	4.55	0.00	9.09	0.00	0.00	4.55		
30000020 - Police Records Specialist	#	4	26	1	0	1	1	0	1		
38 Employees	%	10.53	68.42	2.63	0.00	2.63	2.63	0.00	2.63		
30000022 - Police Desk Clerk	#	1	4	0	0	1	0	0	0		
8 Employees	%	12.50	50.00	0.00	0.00	12.50	0.00	0.00	0.00		
30000019 - Police Records Specialist, Trainee	#	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		
87 Employees											
Totals	#	12	65	3	0	6	1	0	2		
	%	13.79	74.71	3.45	0.00	6.90	1.15	0.00	2.30		

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	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		
30000462 - Program Specialist, Assistant	#	5	5	1	0	2	1	1	0		
14 Employees	%	35.71	35.71	7.14	0.00	14.29	7.14	7.14	0.00		
15 Employees Totals	#	6	6	1	1	2	1	1	0		
	%	40.00	40.00	6.67	6.67	13.33	6.67	6.67	0.00		

Job Group Analysis

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000051 - Evidence Control Specialist, Lead	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000050 - Evidence Control Specialist	#	2	6	0	0	2	0	0	0		
7 Employees	%	28.57	85.71	0.00	0.00	28.57	0.00	0.00	0.00		
9 Employees Totals	#	3	6	1	0	2	0	0	0		
	%	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00		

Job Group Analysis

8AM

Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees Totals	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8LE

Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	0	0	0	0	0	0	0	0		
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

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	100.00	0.00	0.00	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			1.000E		1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1FL		Officials/Admin - Financial							
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 %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1GA		Officials/Admin - General Administrative							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	29.41	82.35	11.76	11.76	5.88	0.00	0.00	0.00
	Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1LE		Officials/Admin - Law Enforcement							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	37.50	12.50	0.00	0.00	12.50	0.00	0.00
	Availability %	12.39	33.51	3.52	4.15	3.28	0.26	0.18	1.02
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
		Shortfall							

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

Incumbency vs. Estimated Availability

1PM		Officials/Admin - Program Management							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.99	48.81	5.89	5.06	3.65	0.56	0.15	3.71
	Emp Less Avail?	YES							
	Statistical Value	0.360E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall	1							
1RM		Officials/Admin - Risk Management							
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 %	11.67	58.07	3.66	2.95	2.08	0.04	0.03	2.92
	Emp Less Avail?								
	Statistical Value	1.000E	0.419E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2AC		Professionals - Accounting							
Total Emp 6		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	16.67	83.33	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2CR		Professionals - Community Relations							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	50.00	50.00	0.00	0.00	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		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

2HR		Professionals - Human Resources							
Total Emp 2		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 %	15.38	72.51	4.81	3.61	4.38	0.17	0.00	2.41
	Emp Less Avail?								
	Statistical Value	1.000E	0.474E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 2		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 %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.70	43.48	0.00	4.35	4.35	0.00	0.00	0.00
	Availability %	11.51	60.56	7.07	1.01	3.36	0.01	0.00	0.06
	Emp Less Avail?		YES	YES					
	Statistical Value	1.000E	0.133E	0.405E			1.000E		1.000E
	Stat Significant?								
	Shortfall		3	1					
2OS		Professionals - Office Support							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.36	78.26	3.29	1.98	9.09	0.00	0.00	0.00
	Emp Less Avail?	YES							
	Statistical Value	0.375E		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

3LE		Technicians - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
18	Employment %	33.33	61.11	16.67	0.00	0.00	5.56	0.00	11.11
	Availability %	18.83	59.41	6.28	1.67	1.67	1.67	0.00	7.53
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E			
	Stat Significant?								
	Shortfall								
3VI		Technicians - Video							
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 %	6.31	4.50	4.50	0.00	1.80	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E		1.000E			
	Stat Significant?								
	Shortfall								
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00
	Availability %	9.09	9.09	0.00	0.00	9.09	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value					1.000E			
	Stat Significant?								
	Shortfall								
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
39	Employment %	20.51	15.38	5.13	2.56	7.69	0.00	0.00	5.13
	Availability %	11.40	14.04	3.51	3.07	3.51	0.88	0.00	0.44
	Emp Less Avail?								
	Statistical Value				0.183		0.588		
	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

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp 229		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	11.35	14.85	4.37	3.06	3.06	0.87	0.00	0.00
	Availability %	17.90	15.43	7.41	3.86	4.01	0.15	0.31	2.16
	Emp Less Avail?	YES	YES	YES	YES	YES			YES
	Statistical Value	2.584	0.244	1.758	0.631	0.735		0.844	2.248
	Stat Significant?	YES							YES
	Shortfall	14	1	6	1	2			4
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp 643		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.04	15.55	6.84	3.89	4.35	0.31	0.31	2.33
	Availability %	29.21	15.98	2.07	12.31	12.34	0.66	0.22	1.61
	Emp Less Avail?	YES	YES		YES	YES	YES		
	Statistical Value	6.229	0.296		6.500	6.157	1.093		
	Stat Significant?	YES			YES	YES			
	Shortfall	71	2		54	51	2		
5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	41.67	0.00	8.33	16.67	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		0.145E	1.000E					1.000E
	Stat Significant?								
	Shortfall		2						
6GA		Administrative Support - General Administrative							
Total Emp 28		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	82.14	3.57	3.57	10.71	0.00	3.57	3.57
	Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
	Emp Less Avail?		YES						
	Statistical Value		0.230E	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

6LE		Administrative Support - Law Enforcement							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.39	63.94	3.49	2.20	6.93	0.72	0.27	2.78
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6OS		Administrative Support - Office Support							
Total Emp 87		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.79	74.71	3.45	0.00	6.90	1.15	0.00	2.30
	Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?	YES	YES	YES	YES				
	Statistical Value	0.803	0.613	1.184	1.376			0.584	0.056
	Stat Significant?								
	Shortfall	2	2	2	1				
6PM		Administrative Support - Program Management							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	40.00	40.00	6.67	6.67	13.33	6.67	6.67	0.00
	Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?		YES						
	Statistical Value		0.004E						1.000E
	Stat Significant?		YES						
	Shortfall		5						
6SP		Administrative Support - Store & Purchases							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	66.67	11.11	0.00	22.22	0.00	0.00	0.00
	Availability %	22.76	47.46	6.58	3.43	8.95	0.75	0.97	2.08
	Emp Less Avail?								
	Statistical Value				1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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

Incumbency vs. Estimated Availability

8AM		Service Maintenance - Auto Maintenance							
Total Emp 4		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 %	22.51	13.53	4.18	6.47	8.52	0.00	1.88	1.46
	Emp Less Avail?								
	Statistical Value	0.581E	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall								

8LE		Service Maintenance - Law Enforcement							
Total Emp 2		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 %	31.09	67.23	5.88	3.36	7.56	0.00	10.08	4.20
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.107E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall		1						

Total Employment: 1177

W - Whole Person Rule

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

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

Shortfall Report (Persons Required)

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

Shortfall

1DR		Officials/Admin - Directors									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# 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		
1FL		Officials/Admin - Financial									
Total Emp 2	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.3	0.9	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1GA		Officials/Admin - General Administrative									
Total Emp 17	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.8	7.1	0.8	0.3	0.4	0.1	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
1LE		Officials/Admin - Law Enforcement									
Total Emp 8	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.0	2.7	0.3	0.3	0.3	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1PM		Officials/Admin - Program Management									
Total Emp 7	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	1.3	3.4	0.4	0.4	0.3	0.0	0.0	0.3		
	Persons Required	1	0	0	0	0	0	0	0		
1RM		Officials/Admin - Risk Management									
Total Emp 1	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.1	0.6	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 6	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
	# Available	0.9	3.9	0.5	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.3	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2HR		Professionals - Human Resources									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.3	1.5	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2LE		Professionals - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
23	# Employed	2	10	0	1	1	0	0	0		
	# Available	2.6	13.9	1.6	0.2	0.8	0.0	0.0	0.0		
	Persons Required	0	3	1	0	0	0	0	0		
2OS		Professionals - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	0	8	0	0	0	0	0	0		
	# Available	1.3	7.0	0.3	0.2	0.8	0.0	0.0	0.0		
	Persons Required	1	0	0	0	0	0	0	0		
3LE		Technicians - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
18	# Employed	6	11	3	0	0	1	0	2		
	# Available	3.4	10.7	1.1	0.3	0.3	0.3	0.0	1.4		
	Persons Required	0	0	0	0	0	0	0	0		
3VI		Technicians - Video									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-4		Protective Service-Sworn-Law Enfr-Executive									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.5	0.5	0.0	0.0	0.5	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

4LE-3		Protective Service-Sworn-Law Enfr-Senior Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
39	# Employed	8	6	2	1	3	0	0	2		
	# Available	4.4	5.5	1.4	1.2	1.4	0.3	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
229	# Employed	26	34	10	7	7	2	0	0		
	# Available	41.0	35.3	17.0	8.8	9.2	0.3	0.7	4.9		
	Persons Required	14	1	6	1	2	0	0	4		
4LE-1		Protective Service-Sworn-Law Enfr-Entry									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
643	# Employed	116	100	44	25	28	2	2	15		
	# Available	187.8	102.8	13.3	79.2	79.3	4.2	1.4	10.4		
	Persons Required	71	2	0	54	51	2	0	0		
5LE		Protective Service - Non-Sworn - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	3	5	0	1	2	0	0	0		
	# Available	0.9	7.5	0.3	0.1	0.0	0.0	0.0	0.5		
	Persons Required	0	2	0	0	0	0	0	0		
6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
28	# Employed	7	23	1	1	3	0	1	1		
	# Available	3.8	24.9	1.0	0.4	1.5	0.2	0.1	0.7		
	Persons Required	0	1	0	0	0	0	0	0		
6LE		Administrative Support - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.7	2.6	0.1	0.1	0.3	0.0	0.0	0.1		
	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		
87	# Employed	12	65	3	0	6	1	0	2		
	# Available	14.8	67.4	5.7	1.9	4.0	0.8	0.3	2.1		
	Persons Required	2	2	2	1	0	0	0	0		
6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
15	# Employed	6	6	1	1	2	1	1	0		
	# Available	2.5	11.3	0.9	0.3	1.1	0.1	0.1	0.1		
	Persons Required	0	5	0	0	0	0	0	0		

Shortfall

6SP		Administrative Support - Store & Purchases									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	3	6	1	0	2	0	0	0		
	# Available	2.0	4.3	0.6	0.3	0.8	0.1	0.1	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
8AM		Service Maintenance - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.9	0.5	0.2	0.3	0.3	0.0	0.1	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
8LE		Service Maintenance - Law Enforcement									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.6	1.3	0.1	0.1	0.2	0.0	0.2	0.1		
	Persons Required	0	1	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.