City of Portland



1170-ONI
Office of Neighborhood Involvement

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.



Job Group Analysis Summary by EEO Category Report

Sector: 1170 - ONI-Offc of Neighbhd Invlmnt 2018 Annual AAP Plan Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	5	6	1	2	2	0	0	0	
10 Employees	%	50.00	60.00	10.00	20.00	20.00	0.00	0.00	0.00	
2 - Professionals	#	6	11	1	1	3	0	0	1	
14 Employees	%	42.86	78.57	7.14	7.14	21.43	0.00	0.00	7.14	
3 - Technicians	#	1	1	0	1	0	0	0	0	
5 Employees	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	
6 - Administrative Support	#	9	18	2	1	5	0	0	1	
27 Employees	%	33.33	66.67	7.41	3.70	18.52	0.00	0.00	3.70	
56 Employees Totals	#	21	36	4	5	10	0	0	2	
	%	37.50	64.29	7.14	8.93	17.86	0.00	0.00	3.57	

Job Group Analysis Summary Report

Sector: 1170 - ONI-Offc of Neighbhd Invlmnt

Portland, OR

Job Group Analysis Summary

Job Group & Name EE	O Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1DR - Officials/Admin - Directors		#	1	1	1	0	0	0	0	0	
1 Employee	1	%	100.00	100.00	100.00	0.00	0.00	0.00	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	
1FL - Officials/Admin - Financial		#	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	
1GA - Officials/Admin - General Administrative		#	1	2	0	0	1	0	0	0	
2 Employees	1	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00	
1PM - Officials/Admin - Program Management		#	3	3	0	2	1	0	0	0	
5 Employees	1	%	60.00	60.00	0.00	40.00	20.00	0.00	0.00	0.00	
2CR - Professionals - Community Relations		#	1	2	0	0	0	0	0	1	
3 Employees	2	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33	
2LE - Professionals - Law Enforcement		#	5	9	1	1	3	0	0	0	
11 Employees	2	%	45.45	81.82	9.09	9.09	27.27	0.00	0.00	0.00	
3CI - Technicians - Code Inspections		#	1	1	0	1	0	0	0	0	
5 Employees	3	%	20.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	
6CR - Administrative Support - Community Relations		#	1	3	0	0	1	0	0	0	
5 Employees	6	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00	
6GA - Administrative Support - General Administrative		#	0	1	0	0	0	0	0	0	
2 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	
6OS - Administrative Support - Office Support		#	3	7	1	1	1	0	0	0	
10 Employees	6	%	30.00	70.00	10.00	10.00	10.00	0.00	0.00	0.00	
6PM - Administrative Support - Program Management		#	5	7	1	0	3	0	0	1	
10 Employees	6	%	50.00	70.00	10.00	0.00	30.00	0.00	0.00	10.00	
56 Employees	Totals	#	21	36	4	5	10	0	0	2	
		%	37.50	64.29	7.14	8.93	17.86	0.00	0.00	3.57	

Job Group Analysis Report

Sector: 1170 - ONI-Offc of Neighbhd Invlmnt

2018 Annual AAP Plan Portland, OR

Job Gro	up Ana	alysis
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1DR Of	Officials/Admin - Directors											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000415 - Neighborhood Involvement Dire	ector	#	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		
1 Employee	Totals	#	1	1	1	0	0	0	0	0		
		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		

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JUD	Group	Hilai	y 515

1CI	Officials/Admin - Code Inspections											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000737 - Noise Control Officer		#	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		

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1FL	Officials/Admin - Financial										EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000567 - Financial 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		
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		

1GA Off	Officials/Admin - General Administrative											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000440 - Business Operations Supervisor		#	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		
30000451 - Management 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	#	1	2	0	0	1	0	0	0		
		%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00		

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JUD	Group	Hilai	y 515

1PM	Officials/Admin - Program Management											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000464 - Program Coordinator		#	3	3	0	2	1	0	0	0		
5 Employees		%	60.00	60.00	0.00	40.00	20.00	0.00	0.00	0.00		
5 Employees	Totals	#	3	3	0	2	1	0	0	0		
		%	60.00	60.00	0.00	40.00	20.00	0.00	0.00	0.00		

2CR Professional	Professionals - Community Relations											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000500 - Neighborhood Programs Coordinator		#	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		
30000503 - Disability Program 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		
3 Employees	Totals	#	1	2	0	0	0	0	0	1		
		%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		

2LE	Professionals - Lav	inforcement									Code: 2	
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000309 - Crime Prevention Program	n Administrator	#	5	9	1	1	3	0	0	0		
11 Employees		%	45.45	81.82	9.09	9.09	27.27	0.00	0.00	0.00		
11 Employees	Totals	#	5	9	1	1	3	0	0	0		
		%	45.45	81.82	9.09	9.09	27.27	0.00	0.00	0.00		

3CI	Technicians - Code	e In	spectio	ns							EEO	Code: 3
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000187 - Code Specialist, 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		
30000184 - Code Specialist II		#	1	1	0	1	0	0	0	0		
4 Employees		%	25.00	25.00	0.00	25.00	0.00	0.00	0.00	0.00		
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		

6CR Administrative S	Suppo	rt - Con	nmunity	/ Relati	ons					EEO Code	e: 6
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000502 - Neighborhood Office Supervisor	#	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		
30000491 - Community Outreach & Informtn Assistant	#	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		
5 Employees Tota	als #	1	3	0	0	1	0	0	0		
	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		

6GA Administrative	Suppo	ort - Ger	eral Ad	ministr	rative					EEO	Code: 6
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000434 - Administrative Assistant	#	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 To	otals #	0	1	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

6OS	Administrative Sup	opo	rt - Offi	ce Supp	oort						EEO (Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist II		#	1	3	1	0	0	0	0	0		
4 Employees		%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000016 - Information & Referral Spe	cialist	#	1	3	0	0	1	0	0	0		
5 Employees		%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000011 - Office Support Specialist I		#	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		
10 Employees	Totals	#	3	7	1	1	1	0	0	0		
		%	30.00	70.00	10.00	10.00	10.00	0.00	0.00	0.00		

6PM Administrati	ive Sup	ро	rt - Pro	gram M	anagen	nent					EEO Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000463 - Program Specialist		#	4	5	1	0	2	0	0	1	
7 Employees		%	57.14	71.43	14.29	0.00	28.57	0.00	0.00	14.29	
30000462 - Program Specialist, Assistant		#	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	
10 Employees	Totals	#	5	7	1	0	3	0	0	1	
		%	50.00	70.00	10.00	0.00	30.00	0.00	0.00	10.00	

Incumbency vs. Estimated Availability Report

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

2018 Annual AAP Plan

Sector: 1170 - ONI-Offc of Neighbad Invligat

Incumbency vs. Estimated Availability

1	IDR	Official	s/Admin	- Directo	rs				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	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				0.959E	0.946E	0.996E	0.999E	0.990E
	Stat Significant?								
	Shortfall								
	1CI	Official	s/Admin	- Code Ir	nspection	าร			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1 '	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.06	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								
	1FL	Official	s/Admin	- Financi	al				
	1FL	Official Min	s/Admin Fem	- Financi	al Blk	His	Ind	Pac	Two
Total Emp	1FL Employment %					His 0.00	Ind 0.00	Pac 0.00	Two
		Min	Fem	Asi	Blk				
Total Emp	Employment %	Min 0.00	Fem 0.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability %	Min 0.00	Fem 0.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail?	Min 0.00 13.87	Fem 0.00 45.23	Asi 0.00 4.44	Blk 0.00 4.18	0.00 3.38	0.00 0.02	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00 13.87	Fem 0.00 45.23	Asi 0.00 4.44	Blk 0.00 4.18	0.00 3.38	0.00 0.02	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 13.87 0.861E	Fem 0.00 45.23 0.548E	Asi 0.00 4.44	BIk 0.00 4.18	0.00 3.38 0.966E	0.00 0.02	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.87 0.861E	Fem 0.00 45.23 0.548E	Asi 0.00 4.44 0.956E	BIk 0.00 4.18	0.00 3.38 0.966E	0.00 0.02	0.00	0.00
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.87 0.861E	Fem 0.00 45.23 0.548E	Asi 0.00 4.44 0.956E	Blk 0.00 4.18 0.958E	0.00 3.38 0.966E	0.00 0.02 1.000E	0.00 0.01 1.000E	0.00 1.87 0.981E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.87 0.861E Official	Fem 0.00 45.23 0.548E	Asi 0.00 4.44 0.956E - Genera	Blk 0.00 4.18 0.958E	0.00 3.38 0.966E strative	0.00 0.02 1.000E	0.00 0.01 1.000E	0.00 1.87 0.981E
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall GA Employment %	Min 0.00 13.87 0.861E Official Min 50.00	Fem 0.00 45.23 0.548E s/Admin Fem 100.00	Asi 0.00 4.44 0.956E - Genera Asi 0.00	Blk 0.00 4.18 0.958E	0.00 3.38 0.966E strative His 50.00	0.00 0.02 1.000E	0.00 0.01 1.000E	0.00 1.87 0.981E
Total Emp 1 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall GA Employment % Availability %	Min 0.00 13.87 0.861E Official Min 50.00	Fem 0.00 45.23 0.548E s/Admin Fem 100.00	Asi 0.00 4.44 0.956E - Genera Asi 0.00	Blk 0.00 4.18 0.958E	0.00 3.38 0.966E strative His 50.00	0.00 0.02 1.000E	0.00 0.01 1.000E	0.00 1.87 0.981E
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall GA Employment % Availability % Emp Less Avail?	Min 0.00 13.87 0.861E Official Min 50.00	Fem 0.00 45.23 0.548E s/Admin Fem 100.00	Asi 0.00 4.44 0.956E - Genera Asi 0.00 4.55	Blk 0.00 4.18 0.958E Il Admini Blk 0.00 1.62	0.00 3.38 0.966E strative His 50.00	0.00 0.02 1.000E Ind 0.00 0.54	0.00 0.01 1.000E Pac 0.00 0.07	0.00 1.87 0.981E Two 0.00 1.47

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

1	PM	Officials	s/Admin	- Prograi	m Manag	ement			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	60.00	0.00	40.00	20.00	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?								
	Statistical Value			0.738E			0.972E	0.993E	0.828E
	Stat Significant?								
	Shortfall								
2	2CR	Profess	ionals -	Commun	ity Relat	ions			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
	Emp Less Avail?								
	Statistical Value			0.830E	0.947E	0.816E	0.986E		
	Stat Significant?								
	Shortfall								
4	2LE	Profess	ionals -	Law Enfo	orcement				1
	2LE	Profess Min	ionals - Fem	Law Enfo	orcement Blk	His	Ind	Pac	Two
	2LE Employment %						Ind 0.00	Pac 0.00	Two 0.00
Γotal Emp		Min	Fem	Asi	Blk	His			
Total Emp	Employment %	Min 45.45	Fem 81.82	Asi 9.09	Blk 9.09	His 27.27	0.00	0.00	0.00
Total Emp	Employment % Availability %	Min 45.45	Fem 81.82	Asi 9.09	Blk 9.09	His 27.27	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 45.45	Fem 81.82	Asi 9.09	Blk 9.09	His 27.27	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 45.45	Fem 81.82	Asi 9.09	Blk 9.09	His 27.27	0.00	0.00	0.00
Total Emp 11	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 45.45 11.51	Fem 81.82 60.56	Asi 9.09	9.09 1.01	His 27.27	0.00	0.00	0.00
Total Emp 11	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 45.45 11.51	Fem 81.82 60.56	Asi 9.09 7.07	9.09 1.01	His 27.27	0.00	0.00	0.00
Total Emp 11	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 45.45 11.51	Fem 81.82 60.56	Asi 9.09 7.07	Blk 9.09 1.01	His 27.27 3.36	0.00 0.01 0.999E	0.00	0.00 0.06 0.993E
Total Emp 11	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 3CI Employment % Availability %	Min 45.45 11.51 Technic	Fem 81.82 60.56	Asi 9.09 7.07 ode Inspe	Blk 9.09 1.01 ections	His 27.27 3.36	0.00 0.01 0.999E	0.00 0.00	0.00 0.06 0.993E
Total Emp 11 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 3CI Employment %	Min 45.45 11.51 Technic Min 20.00	Fem 81.82 60.56 cians - Co Fem 20.00	Asi 9.09 7.07 ode Inspe	9.09 1.01 ections Blk 20.00	His 27.27 3.36 His 0.00	0.00 0.01 0.999E	0.00 0.00 Pac 0.00	0.00 0.06 0.993E
Total Emp 11	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 3CI Employment % Availability % Emp Less Avail? Statistical Value	Min 45.45 11.51 Technic Min 20.00	Fem 81.82 60.56 cians - Co Fem 20.00 59.41	Asi 9.09 7.07 ode Inspe	9.09 1.01 ections Blk 20.00	His 27.27 3.36 His 0.00	0.00 0.01 0.999E	0.00 0.00 Pac 0.00	0.00 0.06 0.993E
Total Emp 11 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 3CI Employment % Availability % Emp Less Avail?	Min 45.45 11.51 Technic Min 20.00	Fem 81.82 60.56 cians - Co Fem 20.00 59.41 YES	Asi 9.09 7.07 ode Inspe Asi 0.00 6.28	9.09 1.01 ections Blk 20.00	His 27.27 3.36 His 0.00 1.67	0.00 0.01 0.999E Ind 0.00 1.67	0.00 0.00 Pac 0.00	0.00 0.06 0.993E Two 0.00 7.53

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

6	6CR	Admini	strative S	Support -	Commu	nity Rela	ations		
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	20.00	60.00	0.00	0.00	20.00	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		0.429E	0.774E	0.903E		0.961E	0.985E	0.946E
	Stat Significant?								
	Shortfall								
6	GA .	Admini	strative S	Support -	General	Adminis	strative		,
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
2	Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
	Emp Less Avail?	10.70	00.00	0.00	1.10	0.10	0.00	0.00	2.00
	Statistical Value	0.745E	0.209E	0.929E	0.971E	0.899E	0.989E	0.992E	0.951E
	Stat Significant?								
	Shortfall								
	.00				044				
6	SOS	Admini	strative S	Support -	Office S	upport			
		B. 4.	Г	Asi	Blk	His	Ind	Pac	Two
Total Emp		Min	Fem	731	DIIX	1113	IIIu	1 40	1 44 0
Total Emp 10	Employment %	30.00	70.00	10.00	10.00	10.00	0.00	0.00	0.00
-	Employment % Availability %								
-		30.00	70.00	10.00	10.00	10.00	0.00	0.00	0.00
-	Availability %	30.00	70.00	10.00	10.00	10.00	0.00	0.00	0.00
-	Availability % Emp Less Avail?	30.00	70.00 77.46	10.00	10.00	10.00	0.00	0.00	0.00 2.39
-	Availability % Emp Less Avail? Statistical Value	30.00	70.00 77.46	10.00	10.00	10.00	0.00	0.00	0.00 2.39
	Availability % Emp Less Avail? Statistical Value Stat Significant?	30.00 17.03	70.00 77.46 0.400E	10.00	10.00	10.00 4.65	0.00 0.87 0.916E	0.00	0.00 2.39
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	30.00 17.03	70.00 77.46 0.400E	10.00	10.00 2.13 Progran	10.00 4.65	0.00 0.87 0.916E	0.00	0.00 2.39
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	30.00 17.03 Admini	70.00 77.46 0.400E	10.00 6.60 Support -	10.00	10.00 4.65 n Manag	0.00 0.87 0.916E	0.00 0.39 0.962E	0.00 2.39 0.785E
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	30.00 17.03 Admini	70.00 77.46 0.400E strative \$	10.00 6.60 Support -	10.00 2.13 Progran	10.00 4.65 n Manage	0.00 0.87 0.916E ement	0.00 0.39 0.962E	0.00 2.39 0.785E
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6PM Employment %	30.00 17.03 Admini Min 50.00	70.00 77.46 0.400E strative \$ Fem 70.00	10.00 6.60 Support - Asi 10.00	10.00 2.13 Progran Blk 0.00	10.00 4.65 n Manage His 30.00	0.00 0.87 0.916E ement Ind 0.00	0.00 0.39 0.962E	0.00 2.39 0.785E
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall SPM Employment % Availability %	30.00 17.03 Admini Min 50.00	70.00 77.46 0.400E strative \$ Fem 70.00	10.00 6.60 Support - Asi 10.00	10.00 2.13 Progran Blk 0.00	10.00 4.65 n Manage His 30.00	0.00 0.87 0.916E ement Ind 0.00	0.00 0.39 0.962E	0.00 2.39 0.785E
10	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6PM Employment % Availability % Emp Less Avail?	30.00 17.03 Admini Min 50.00	70.00 77.46 0.400E strative \$ Fem 70.00 75.34	10.00 6.60 Support - Asi 10.00	10.00 2.13 Program Blk 0.00 2.25	10.00 4.65 n Manage His 30.00	0.00 0.87 0.916E ement Ind 0.00 0.76	0.00 0.39 0.962E Pac 0.00 0.37	0.00 2.39 0.785E

Total Employment: 56

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")

Sector: 1170 - ONI-Offc of Neighbhd Inylmat

Shortfall

Onortial	· •									
	1DR	Official	s/Admin	- Directo	rs					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	1	1	1	0	0	0	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	Official	s/Admin	- Code Ir	spection	าร				
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	
	1FL	Official	s/Admin	- Financi	al					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	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	
•	1GA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	1	2	0	0	1	0	0	0	
	# Available	0.2	0.8	0.1	0.0	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
•	1PM	Official	s/Admin	- Prograi	m Manag	ement				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
5	# Employed	3	3	0	2	1	0	0	0	
	# Available	0.9	2.4	0.3	0.3	0.2	0.0	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
	2CR	Profess	0 sionals - 0	Commun	ity Relat	ions	0	-		
Total Emp	2CR	Profess	0	Commun	ity Relat	ions	0	-		
	2CR	Profess	0 sionals - 0	Commun	ity Relat	ions	0	-		
Total Emp	2CR	Profess	o sionals - 0 Fem	Commun	ity Relat	ions His	0 Ind	Pac	Two	
Total Emp	2CR # Employed	Profess Min	o sionals - 0 Fem 2	Commun Asi 0	ity Relat	ions His	Ind 0	Pac 0	Two	
Total Emp	2CR # Employed # Available	Profess Min 1 0.5	o sionals - 0 Fem 2 1.6	Commun Asi 0 0.2 0	Blk 0 0.1	ions His 0 0.2 0	0 Ind 0 0.0	Pac 0 0.0	Two 1 0.0	
Total Emp	# Employed # Available Persons Required	Profess Min 1 0.5	0 Sionals - 0 Fem 2 1.6 0	Commun Asi 0 0.2 0	Blk 0 0.1	ions His 0 0.2 0	0 Ind 0 0.0	Pac 0 0.0	Two 1 0.0	
Total Emp	# Employed # Available Persons Required	Profess Min 1 0.5 0	o sionals - 0 Fem 2 1.6 0 sionals - 1	Asi 0 0.2 0	Blk 0 0.1 0	ions His 0 0.2 0	0 Ind 0 0.0 0	Pac 0 0.0 0.0 0	Two 1 0.0 0	
Total Emp	# Employed # Available Persons Required	Profess Min 1 0.5 0 Profess Min	o sionals - 0 Fem 2 1.6 0 sionals - I	Commun Asi 0 0.2 0 Law Enfo	Blk 0 0.1 0	ions His 0 0.2 0 His	0 Ind 0 0.0 0	Pac 0 0.0 0	Two 1 0.0 0	

Shortfall

;	3CI	Technic	cians - Co	ode Insp	ections					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
5	# Employed	1	1	0	1	0	0	0	0	
	# Available	0.9	3.0	0.3	0.1	0.1	0.1	0.0	0.4	
	Persons Required	0	1	0	0	0	0	0	0	
6	6CR	Admini	strative S	Support -	Commu	nity Rela	itions			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
5	# Employed	1	3	0	0	1	0	0	0	
	# Available	0.8	3.6	0.2	0.1	0.4	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
6	6GA	Admini	strative S	Support -	Genera	Adminis	strative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.3	1.8	0.1	0.0	0.1	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
6	6OS	Admini	strative S	Support -	Office S	Support				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
10	# Employed	3	7	1	1	1	0	0	0	
	# Available	1.7	7.7	0.7	0.2	0.5	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
6	6PM	Admini	strative S	Support -	Progran	n Manage	ement			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
10	# Employed	5	7	1	0	3	0	0	1	
_	# Available	1.7	7.5	0.6	0.2	0.7	0.1	0.0	0.1	
	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.