City of Portland



1170
Office of Community & Civic Life

Bureau Affirmative Action Program (AAP) Plan Reports

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



Job Group Analysis Summary by EEO Category Report

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	2	4	1	0	1	0	0	0	
6 Employees	%	33.33	66.67	16.67	0.00	16.67	0.00	0.00	0.00	
2 - Professionals	#	8	10	1	2	4	0	0	1	
15 Employees	%	53.33	66.67	6.67	13.33	26.67	0.00	0.00	6.67	
3 - Technicians	#	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	
6 - Administrative Support	#	18	28	4	7	7	0	0	0	
36 Employees	%	50.00	77.78	11.11	19.44	19.44	0.00	0.00	0.00	
60 Employees Totals	#	28	43	6	9	12	0	0	1	
	%	46.67	71.67	10.00	15.00	20.00	0.00	0.00	1.67	

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name EE	O Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
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	
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	
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	3	0	0	1	0	0	0	
3 Employees	1	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00	
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	
2PM - Professionals - Program Management		#	3	1	0	1	1	0	0	1	
4 Employees	2	%	75.00	25.00	0.00	25.00	25.00	0.00	0.00	25.00	
3CI - Technicians - Code Inspections		#	0	1	0	0	0	0	0	0	
3 Employees	3	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	
6GA - Administrative Support - General Administrative		#	5	4	0	3	2	0	0	0	
8 Employees	6	%	62.50	50.00	0.00	37.50	25.00	0.00	0.00	0.00	
6OS - Administrative Support - Office Support		#	5	9	1	3	1	0	0	0	
12 Employees	6	%	41.67	75.00	8.33	25.00	8.33	0.00	0.00	0.00	
6PM - Administrative Support - Program Management		#	8	15	3	1	4	0	0	0	
16 Employees	6	%	50.00	93.75	18.75	6.25	25.00	0.00	0.00	0.00	
60 Employees	Totals	#	28	43	6	9	12	0	0	1	
		%	46.67	71.67	10.00	15.00	20.00	0.00	0.00	1.67	

Job Group Analysis Report

Job	Group	Analysis

1CI	Officials/Admin - Code Inspections											ode: 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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1DR	Officials/Admin - D	ire	ctors								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003037 - Director I		#	1	1	1	0	0	0	0	0		
1 Employee		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
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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1FL	Officials/Admin - Financial											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst II		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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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1GA	Officials/Admin - G	Officials/Admin - General Administrative											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003006 - Analyst I		#	1	3	0	0	1	0	0	0			
3 Employees		%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00			
3 Employees	Totals	#	1	3	0	0	1	0	0	0			
		%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00			

2LE	Professionals - Law Enforcement											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		

2PM	Professionals - Pro	EEO	Code: 2									
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III		#	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		
30003028 - Coordinator II		#	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		
4 Employees	Totals	#	3	1	0	1	1	0	0	1		
		%	75.00	25.00	0.00	25.00	25.00	0.00	0.00	25.00		

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		#	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		
3 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

6GA	Administrative Support - General Administrative										EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor II		#	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		
30003103 - Supervisor I - E		#	3	1	0	3	0	0	0	0		
5 Employees		%	60.00	20.00	0.00	60.00	0.00	0.00	0.00	0.00		
30003004 - Administrative Specialist II		#	0	1	0	0	0	0	0	0		
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	5	4	0	3	2	0	0	0		
		%	62.50	50.00	0.00	37.50	25.00	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		#	3	4	1	2	0	0	0	0		
5 Employees		%	60.00	80.00	20.00	40.00	0.00	0.00	0.00	0.00		
30000016 - Information & Referral Spe	cialist	#	1	4	0	0	1	0	0	0		
6 Employees		%	16.67	66.67	0.00	0.00	16.67	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		
12 Employees	Totals	#	5	9	1	3	1	0	0	0		
		%	41.67	75.00	8.33	25.00	8.33	0.00	0.00	0.00		

1 7													
6PM	Administrative Sup	Administrative Support - Program Management											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003027 - Coordinator I - NE		#	2	4	1	0	1	0	0	0			
5 Employees		%	40.00	80.00	20.00	0.00	20.00	0.00	0.00	0.00			
30003235 - Coordinator I - E		#	6	11	2	1	3	0	0	0			
11 Employees		%	54.55	100.00	18.18	9.09	27.27	0.00	0.00	0.00			
16 Employees	Totals	#	8	15	3	1	4	0	0	0			
		%	50.00	93.75	18.75	6.25	25.00	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

	1CI	Official	s/Admin	- Code Ir	spection	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 %	12.01	65.64	0.34	3.24	0.23	0.00	8.09	0.11
	Emp Less Avail?								
	Statistical Value	1.000E	0.344E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
	Shortfall								
	1DR	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 %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	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 0.00
		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 13.82	Fem 0.00 45.76	Asi 0.00 4.33	Blk 0.00 4.29	0.00 3.44	0.00	0.00	0.00 1.76
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00 13.82	Fem 0.00 45.76	Asi 0.00 4.33	Blk 0.00 4.29	0.00 3.44	0.00	0.00	0.00 1.76
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 13.82 1.000E	Fem 0.00 45.76	Asi 0.00 4.33	BIk 0.00 4.29 1.000E	0.00 3.44 1.000E	0.00	0.00	0.00 1.76
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.82 1.000E	Fem 0.00 45.76 1.000E	Asi 0.00 4.33	BIk 0.00 4.29 1.000E	0.00 3.44 1.000E	0.00	0.00	0.00 1.76
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.82 1.000E	Fem 0.00 45.76 1.000E	Asi 0.00 4.33 1.000E	Blk 0.00 4.29 1.000E	0.00 3.44 1.000E	0.00	0.00	0.00 1.76 1.000E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 13.82 1.000E Official	Fem 0.00 45.76 1.000E s/Admin Fem	Asi 0.00 4.33 1.000E - Genera	Blk 0.00 4.29 1.000E	0.00 3.44 1.000E strative	0.00 0.00	0.00 0.00	0.00 1.76 1.000E
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 1GA Employment %	Min 0.00 13.82 1.000E Official Min 33.33	Fem 0.00 45.76 1.000E s/Admin Fem 100.00	Asi 0.00 4.33 1.000E - Genera Asi 0.00	Blk 0.00 4.29 1.000E	0.00 3.44 1.000E strative His 33.33	0.00 0.00 Ind 0.00	0.00 0.00 Pac 0.00	0.00 1.76 1.000E
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 1GA Employment % Availability %	Min 0.00 13.82 1.000E Official Min 33.33	Fem 0.00 45.76 1.000E s/Admin Fem 100.00	Asi 0.00 4.33 1.000E - Genera Asi 0.00	Blk 0.00 4.29 1.000E	0.00 3.44 1.000E strative His 33.33	0.00 0.00 Ind 0.00	0.00 0.00 Pac 0.00	0.00 1.76 1.000E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IGA Employment % Availability % Emp Less Avail?	Min 0.00 13.82 1.000E Official Min 33.33	Fem 0.00 45.76 1.000E s/Admin Fem 100.00	Asi 0.00 4.33 1.000E - Genera Asi 0.00 4.48	Blk 0.00 4.29 1.000E I Admini Blk 0.00 1.17	0.00 3.44 1.000E strative His 33.33	0.00 0.00 Ind 0.00 0.37	0.00 0.00 Pac 0.00 0.09	0.00 1.76 1.000E Two 0.00 1.50

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

4	2LE	Profess	sionals -	Law Enfo	orcement	t			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
11	Employment %	45.45	81.82	9.09	9.09	27.27	0.00	0.00	0.00
	Availability %	16.64	56.32	6.75	2.28	7.44	0.02	0.01	0.15
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
2	2PM	Profess	sionals -	Program	Manage	ment			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	75.00	25.00	0.00	25.00	25.00	0.00	0.00	25.00
·	Availability %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?		YES						
	Statistical Value		0.163E	1.000E			1.000E	1.000E	
	Stat Significant?								
	Shortfall		1						
:	3CI	Technic	cians - C	ode Insp	ections				
	3CI	Technic	cians - C	ode Insp Asi	ections Blk	His	Ind	Pac	Two
	3CI Employment %					His 0.00	Ind 0.00	Pac 0.00	Two 0.00
Total Emp		Min	Fem	Asi	Blk				
Total Emp	Employment %	Min 0.00	Fem 33.33	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00	Fem 33.33	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 18.83	Fem 33.33 59.41	Asi 0.00 6.28	0.00 1.67	0.00 1.67	0.00 1.67	0.00	0.00 7.53
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00 18.83	Fem 33.33 59.41	Asi 0.00 6.28	0.00 1.67	0.00 1.67	0.00 1.67	0.00	0.00 7.53
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 18.83 1.000E	Fem 33.33 59.41 0.570E	Asi 0.00 6.28 1.000E	0.00 1.67	0.00 1.67 1.000E	0.00 1.67 1.000E	0.00	0.00 7.53
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 18.83 1.000E	Fem 33.33 59.41 0.570E	Asi 0.00 6.28 1.000E	Blk 0.00 1.67 1.000E	0.00 1.67 1.000E	0.00 1.67 1.000E	0.00	0.00 7.53
Total Emp 3 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 18.83 1.000E	Fem 33.33 59.41 0.570E	Asi 0.00 6.28 1.000E	Blk 0.00 1.67 1.000E	0.00 1.67 1.000E	0.00 1.67 1.000E	0.00	0.00 7.53 1.000E
Fotal Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 18.83 1.000E	Fem 33.33 59.41 0.570E	Asi 0.00 6.28 1.000E	Blk 0.00 1.67 1.000E	0.00 1.67 1.000E Adminis	0.00 1.67 1.000E	0.00 0.00	0.00 7.53 1.000E
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 18.83 1.000E Admini Min 62.50	Fem 33.33 59.41 0.570E strative \$ Fem 50.00	Asi 0.00 6.28 1.000E Support - Asi 0.00	1.000E 1.67 1.000E - General Blk 37.50	0.00 1.67 1.000E Adminis His 25.00	0.00 1.67 1.000E strative Ind 0.00	0.00 0.00 Pac 0.00	0.00 7.53 1.000E
Total Emp 3 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall GGA Employment % Availability %	Min 0.00 18.83 1.000E Admini Min 62.50	Fem 33.33 59.41 0.570E strative \$ Fem 50.00 64.27	Asi 0.00 6.28 1.000E Support - Asi 0.00	1.000E 1.67 1.000E - General Blk 37.50	0.00 1.67 1.000E Adminis His 25.00	0.00 1.67 1.000E strative Ind 0.00	0.00 0.00 Pac 0.00	0.00 7.53 1.000E
Total Emp 3 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall GGA Employment % Availability % Emp Less Avail?	Min 0.00 18.83 1.000E Admini Min 62.50	Fem 33.33 59.41 0.570E Strative S Fem 50.00 64.27 YES	Asi 0.00 6.28 1.000E Support - Asi 0.00 4.21	1.000E 1.67 1.000E - General Blk 37.50	0.00 1.67 1.000E Adminis His 25.00	0.00 1.67 1.000E strative Ind 0.00 0.66	0.00 0.00 Pac 0.00 0.28	0.00 7.53 1.000E Two 0.00 2.71

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

(6OS	Admini	strative S	Support -	Office S	Support			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	41.67	75.00	8.33	25.00	8.33	0.00	0.00	0.00
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?								
	Statistical Value		0.736E				1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6	6PM	Administrative Support - Program Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
16	Employment %	50.00	93.75	18.75	6.25	25.00	0.00	0.00	0.00				
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78				
	Emp Less Avail?												
	Statistical Value						1.000E	1.000E	1.000E				
	Stat Significant?												
	Shortfall												

Total Employment: 60

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.

W - Whole Person Rule

Shortfall Report (Persons Required)

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

City of Portland 2019 Annual AAP Plan Sector: 1170 - Civic Life Portland, OR

Shortfall

Onortial	•									
	1CI	Official	s/Admin	- Code Ir	nspection	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	
1	IDR	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	0.1	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
,	1FL	Official	s/Admin	- Financi	ial					
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	
1	GA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	1	3	0	0	1	0	0	0	
	# Available	0.3	1.2	0.1	0.0	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
2	2LE	Profess	sionals -	Law Enfo	orcement					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
11	# Employed	5	9	1	1	3	0	0	0	
	# Available	1.8	6.2	0.7	0.3	0.8	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
2	PM	Profess	sionals -							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
4	# Employed	3	1	0	1	1	0	0	1	
	# Available	0.5	2.5	0.2	0.0	0.2	0.0	0.0	0.0	
	Persons Required	0	1	0	0	0	0	0	0	
4	3CI	Technic	cians - Co	ode Insp	ections					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.6	1.8	0.2	0.1	0.1	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	

Shortfall

6	6GA	Admini	strative S	Support -	General	Adminis	strative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
8	# Employed	5	4	0	3	2	0	0	0	
	# Available	1.2	5.1	0.3	0.1	0.5	0.1	0.0	0.2	
	Persons Required	0	1	0	0	0	0	0	0	

6	SOS	Admini	strative S	Support -	Office S	Support				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
12	# Employed	5	9	1	3	1	0	0	0	
	# Available	2.0	9.3	0.8	0.3	0.6	0.1	0.0	0.3	
	Persons Required	0	0	0	0	0	0	0	0	

6	SPM	Admini	strative S	Support -	Progran	n Manag	ement			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
16	# Employed	8	15	3	1	4	0	0	0	
	# Available	2.4	11.0	0.8	0.3	1.0	0.1	0.1	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.