City of Portland



1230-FPDR
Fire & Police Disability & Retirement

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

Sector: 1230 - FPDR Fire Police & Disa Ret 2019 Annual AAP Plan

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	2	8	1	1	0	0	0	0	
10 Employees	%	20.00	80.00	10.00	10.00	0.00	0.00	0.00	0.00	
2 - Professionals	#	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	
6 - Administrative Support	#	3	5	2	0	0	1	0	0	
5 Employees	%	60.00	100.00	40.00	0.00	0.00	20.00	0.00	0.00	
17 Employees Totals	#	5	15	3	1	0	1	0	0	
	%	29.41	88.24	17.65	5.88	0.00	5.88	0.00	0.00	

Portland, OR

Job Group Analysis Summary Report

2019 Annual AAP Plan

Sector: 1230 - FPDR Fire Police & Disa Ret Portland, OR

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0	
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
1FL - Officials/Admin - Financial		#	1	1	1	0	0	0	0	0	
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	
1GA - Officials/Admin - General Administrative		#	1	7	0	1	0	0	0	0	
7 Employees	1	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00	
2AC - Professionals - Accounting		#	0	1	0	0	0	0	0	0	
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0	
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
6GA - Administrative Support - General Administrativ	е	#	1	1	1	0	0	0	0	0	
1 Employee	6	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	
6LL - Administrative Support - Legal		#	1	1	1	0	0	0	0	0	
1 Employee	6	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	
6OS - Administrative Support - Office Support		#	0	1	0	0	0	0	0	0	
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
6RM - Administrative Support - Risk Management		#	1	2	0	0	0	1	0	0	
2 Employees	6	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	
17 Employees	Totals	#	5	15	3	1	0	1	0	0	
		%	29.41	88.24	17.65	5.88	0.00	5.88	0.00	0.00	

Job Group Analysis Report

City of Portland

Sector: 1230 - FPDR Fire Police & Disa Ret 2019 Annual AAP Plan Portland, OR

Job	Group	Analysis	
-----	-------	----------	--

1DR	Officials/Admin - D	irec	tors								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003037 - Director I		#	0	0	0	0	0	0	0	0		
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		

	_		_
	Group	Λ : Ι :	
$\cdot 1(111)$		Anar	VSIS
	CIGGP	, triai	y Olo

1FL	Officials/Admin - F	ina	ncial								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst II		#	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		
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

1GA	Officials/Admin - G	Officials/Admin - General Administrative											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003081 - Manager I		#	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			
30003007 - Analyst II		#	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			
30003006 - Analyst I		#	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			
7 Employees	Totals	#	1	7	0	1	0	0	0	0			
		%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00			

.loh	Group	Anal	vsis
300	Oroup		ı y ə i ə

2AC	Professionals - Ac	cou	nting								EEO (Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant 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

2IT Professionals - In	Professionals - Information Technology											
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003012 - Business Systems Analyst 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			
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			

loh	Group	\ Anal	voic
JUD	Group	Hilai	y 515

6GA	Administrative Support - General Administrative											Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003003 - Administrative Specialist 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		
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		

Job	Group	Ana	lvsis
000	O. 0 a.p	,a	.,

6LL	Administrative Support - Legal									EEO	Code: 6	
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003077 - Legal 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		
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		

loh	Group	\ Anal	voic
JUD	Group	Hilai	y 515

6OS	Administrative Sup	Administrative Support - Office Support										
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support 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		
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

6RM	Administrative Sup	Administrative Support - Risk Management										Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician		#	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		
30000065 - Claims Technician, Assista	nt	#	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		
2 Employees	Totals	#	1	2	0	0	0	1	0	0		
		%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

2019 Annual AAP Plan

Sector: 1230 - FPDR Fire Police & Disa Bet Portland, OR

Incumbency vs. Estimated Availability

1	DR	Official	s/Admin	- Directo	rs							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
	Availability %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30			
	Emp Less Avail?											
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E			
	Stat Significant?											
	Shortfall											
1FL Officials/Admin - Financial												
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
2	Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00			
2	Availability %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76			
	Emp Less Avail?											
	Statistical Value				1.000E	1.000E			1.000E			
	Stat Significant?											
	Shortfall											
		Officials/Admin - General Administrative										
1	GA	Official	s/Admin	- Genera	l Admini	strative						
	GA						Ind	Pac	Two			
Total Emp	GA Employment %	Min	Fem	Asi	Blk	His	Ind 0.00	Pac 0.00	Two			
		Min 14.29	Fem 100.00	Asi 0.00	Blk 14.29	His 0.00	0.00	0.00	0.00			
Total Emp	Employment %	Min	Fem	Asi	Blk	His						
Total Emp	Employment % Availability %	Min 14.29	Fem 100.00	Asi 0.00	Blk 14.29	His 0.00	0.00	0.00	0.00			
Total Emp	Employment % Availability % Emp Less Avail?	Min 14.29	Fem 100.00	Asi 0.00 4.48	Blk 14.29	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50			
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 14.29	Fem 100.00	Asi 0.00 4.48	Blk 14.29	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50			
Total Emp 7	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 14.29 10.27	Fem 100.00	Asi 0.00 4.48	Blk 14.29 1.17	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50			
Total Emp 7	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 14.29 10.27	Fem 100.00 41.32	Asi 0.00 4.48 1.000E	Blk 14.29 1.17	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50			
Total Emp 7 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 14.29 10.27	Fem 100.00 41.32	Asi 0.00 4.48 1.000E	Blk 14.29 1.17	His 0.00 2.72 1.000E	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E			
Total Emp 7	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 14.29 10.27 Profess Min	Fem 100.00 41.32 sionals -	Asi 0.00 4.48 1.000E Account	Blk 14.29 1.17	His 0.00 2.72 1.000E	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E			
Total Emp 7 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 14.29 10.27 Profess Min 0.00	Fem 100.00 41.32 sionals - Fem 100.00	Asi 0.00 4.48 1.000E Account Asi 0.00	Blk 14.29 1.17	His 0.00 2.72 1.000E His 0.00	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E			
Total Emp 7 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall AC Employment % Availability %	Min 14.29 10.27 Profess Min 0.00	Fem 100.00 41.32 sionals - Fem 100.00	Asi 0.00 4.48 1.000E Account Asi 0.00	Blk 14.29 1.17	His 0.00 2.72 1.000E His 0.00	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E			
Total Emp 7 Z Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall AC Employment % Availability % Emp Less Avail?	Min 14.29 10.27 Profess Min 0.00 14.79	Fem 100.00 41.32 sionals - Fem 100.00	Asi 0.00 4.48 1.000E Account Asi 0.00 8.89	Blk 14.29 1.17 ing Blk 0.00 0.57	His 0.00 2.72 1.000E His 0.00 2.69	0.00 0.37 1.000E Ind 0.00 0.27	0.00 0.09 1.000E Pac 0.00 0.13	0.00 1.50 1.000E Two 0.00 2.22			
Total Emp 7 7 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall AC Employment % Availability % Emp Less Avail? Statistical Value	Min 14.29 10.27 Profess Min 0.00 14.79	Fem 100.00 41.32 sionals - Fem 100.00	Asi 0.00 4.48 1.000E Account Asi 0.00 8.89	Blk 14.29 1.17 ing Blk 0.00 0.57	His 0.00 2.72 1.000E His 0.00 2.69	0.00 0.37 1.000E Ind 0.00 0.27	0.00 0.09 1.000E Pac 0.00 0.13	0.00 1.50 1.000E Two 0.00 2.22			

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

Incumbency vs. Estimated Availability

	2IT	Profess	sionals -	Informat	ion Tech	nology					
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 %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66		
	Emp Less Avail?										
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E		
	Stat Significant?										
	Shortfall										
6GA Administrative Support - General Administrative											
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 %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71		
	Emp Less Avail?										
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E		
	Stat Significant?										
	Shortfall										
(6LL	Admini	strative \$	Support -	· Legal		l		1		
Total Emp	6LL	Admini:	strative \$	Support -	Legal Blk	His	Ind	Pac	Two		
	6LL Employment %					His 0.00	Ind 0.00	Pac 0.00	Two 0.00		
Total Emp		Min	Fem	Asi	Blk						
Total Emp	Employment %	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00	0.00	0.00	0.00	0.00		
Total Emp	Employment % Availability %	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00	0.00	0.00	0.00	0.00		
Total Emp	Employment % Availability % Emp Less Avail?	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00 0.32	0.00 3.03	0.00	0.00	0.00 2.39		
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00 0.32	0.00 3.03	0.00	0.00	0.00 2.39		
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 100.00 9.55	Fem 100.00 83.44	Asi 100.00 3.50	Blk 0.00 0.32	0.00 3.03 1.000E	0.00	0.00	0.00 2.39		
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55	Fem 100.00 83.44	Asi 100.00 3.50	BIk 0.00 0.32 1.000E	0.00 3.03 1.000E	0.00	0.00	0.00 2.39		
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55	Fem 100.00 83.44 strative \$	Asi 100.00 3.50 Support -	Blk 0.00 0.32 1.000E	0.00 3.03 1.000E	0.00 0.32 1.000E	0.00	0.00 2.39 1.000E		
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55 Admini	Fem 100.00 83.44 strative \$	Asi 100.00 3.50 Support	Blk 0.00 0.32 1.000E	0.00 3.03 1.000E upport	0.00 0.32 1.000E	0.00 0.00	0.00 2.39 1.000E		
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55 Admini: Min 0.00	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support - Asi 0.00	Blk 0.00 0.32 1.000E • Office S Blk 0.00	0.00 3.03 1.000E upport His 0.00	0.00 0.32 1.000E	0.00 0.00 Pac 0.00	0.00 2.39 1.000E		
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability %	Min 100.00 9.55 Admini: Min 0.00	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support - Asi 0.00	Blk 0.00 0.32 1.000E • Office S Blk 0.00	0.00 3.03 1.000E upport His 0.00	0.00 0.32 1.000E	0.00 0.00 Pac 0.00	0.00 2.39 1.000E		
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability % Emp Less Avail?	Min 100.00 9.55 Adminis Min 0.00 17.06	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support - Asi 0.00 6.58	BIk 0.00 0.32 1.000E • Office S BIk 0.00 2.14	0.00 3.03 1.000E upport His 0.00 4.71	0.00 0.32 1.000E Ind 0.00 0.87	0.00 0.00 Pac 0.00 0.39	0.00 2.39 1.000E Two 0.00 2.40		

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	SRM	Administrative Support - Risk Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
2	Employment %	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00				
	Availability %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54				
	Emp Less Avail?												
	Statistical Value			1.000E	1.000E	1.000E		1.000E	1.000E				
	Stat Significant?												
	Shortfall												

Total Employment: 17

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: 1230 - FPDR Fire Police & Disa Bet

Shortfall

Onortial														
,	1DR	Official	s/Admin	- Directo	rs									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
1	# Employed	0	0	0	0	0	0	0	0					
	# Available	0.2	0.3	0.0	0.1	0.1	0.0	0.0	0.0					
	Persons Required	0	0	0	0	0	0	0	0					
	1FL	Officials/Admin - Financial												
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
2	# Employed	1	1	1	0	0	0	0	0					
	# 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					
1	1GA	Official	s/Admin	- Genera	l Admini	strative								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
7	# Employed	1	7	0	1	0	0	0	0					
	# Available	0.7	2.9	0.3	0.1	0.2	0.0	0.0	0.1					
	Persons Required	0	0	0	0	0	0	0	0					
2	2AC	Profess	rofessionals - Accounting											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
1	# Employed	0	1	0	0	0	0	0	0					
	# Available	0.1	0.7	0.1	0.0	0.0	0.0	0.0	0.0					
	Persons Required	0	0	0	0	0	0	0	0					
	2IT	Profess	sionals -	Informati	on Tech	nology								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
1	# Employed	0	1	0	0	0	0	0	0					
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0					
	Persons Required	0	0	0	0	0	0	0	0					
6	6GA	Admini	strative S	Support -	General	Adminis	strative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
1	# Employed	1	1	1	0	0	0	0	0					
	# Available	0.1	0.6	0.0	0.0	0.1	0.0	0.0	0.0					
	Persons Required	0	0	0	0	0	0	0	0					
	6LL	Admini	strative S	Support -	Legal									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two					
1	# Employed	1	1	1	0	0	0	0	0					
	# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0					
	Persons Required	0	0	0	0	0	0	0	0					

Shortfall

6	6OS	Admini	Administrative Support - Office Support										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
1	# Employed	0	1	0	0	0	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				

6	SRM	Admini	Administrative Support - Risk Management								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	2	0	0	0	1	0	0		
	# Available	0.4	1.7	0.1	0.1	0.2	0.0	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.