

City of Portland



1260-OMF-BIBS

Bureau of Internal Business Services

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	#	4	12	1	1	2	0	0	0		
25 Employees	%	16.00	48.00	4.00	4.00	8.00	0.00	0.00	0.00		
2 - Professionals	#	2	1	1	1	0	0	0	0		
3 Employees	%	66.67	33.33	33.33	33.33	0.00	0.00	0.00	0.00		
3 - Technicians	#	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		
6 - Administrative Support	#	4	11	0	2	2	0	0	0		
20 Employees	%	20.00	55.00	0.00	10.00	10.00	0.00	0.00	0.00		
7 - Skilled Workers	#	23	4	10	2	6	2	2	1		
78 Employees	%	29.49	5.13	12.82	2.56	7.69	2.56	2.56	1.28		
8 - Service	#	5	1	0	1	1	2	1	0		
16 Employees	%	31.25	6.25	0.00	6.25	6.25	12.50	6.25	0.00		
145 Employees	Totals #	39	30	13	7	11	4	3	1		
	Totals %	26.90	20.69	8.97	4.83	7.59	2.76	2.07	0.69		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1AM - Officials/Admin - Auto Maintenance	#		0	0	0	0	0	0	0	0		
2 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1BT - Officials/Admin - Building Trades	#		3	5	1	1	1	0	0	0		
8 Employees	1	%	37.50	62.50	12.50	12.50	12.50	0.00	0.00	0.00		
1EO - Officials/Admin - Office Equipment Operation	#		0	0	0	0	0	0	0	0		
2 Employees	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
1ER - Officials/Admin - Engineering & Related	#		0	1	0	0	0	0	0	0		
1 Employee	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative	#		0	2	0	0	0	0	0	0		
4 Employees	1	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management	#		1	2	0	0	1	0	0	0		
5 Employees	1	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00		
1RM - Officials/Admin - Risk Management	#		0	2	0	0	0	0	0	0		
2 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
1SP - Officials/Admin - Store & Purchases	#		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		
2ER - Professionals - Engineering & Related	#		1	0	1	0	0	0	0	0		
2 Employees	2	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
2IT - Professionals - Information Technology	#		1	1	0	1	0	0	0	0		
1 Employee	2	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
3RM - Technicians - Risk Management	#		1	1	1	0	0	0	0	0		
3 Employees	3	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
6AM - Administrative Support - Auto Maintenance	#		0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6BT - Administrative Support - Building Trades	#		1	0	0	1	0	0	0	0		
2 Employees	6	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
6EO - Administrative Support - Office Equipment Operatio	#		0	2	0	0	0	0	0	0		
3 Employees	6	%	0.00	66.67	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		
6GA - Administrative Support - General Administrative		#	1	3	0	0	1	0	0	0		
3 Employees	6	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	2	2	0	1	1	0	0	0		
3 Employees	6	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
6PM - Administrative Support - Program Management		#	0	2	0	0	0	0	0	0		
2 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
6RM - Administrative Support - Risk Management		#	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		
6SP - Administrative Support - Store & Purchases		#	0	1	0	0	0	0	0	0		
4 Employees	6	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
7AM - Skilled Craft - Auto Maintenance		#	17	0	7	2	5	2	1	0		
58 Employees	7	%	29.31	0.00	12.07	3.45	8.62	3.45	1.72	0.00		
7BT - Skilled Craft - Building Trades		#	4	3	1	0	1	0	1	1		
17 Employees	7	%	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88		
7EO - Skilled Craft - Office Equipment Operation		#	0	1	0	0	0	0	0	0		
1 Employee	7	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
7GM - Skilled Craft - General Maintenance/Trades		#	2	0	2	0	0	0	0	0		
2 Employees	7	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
8EO - Service Maintenance - Office Equipment Operation		#	2	1	0	0	0	2	0	0		
11 Employees	8	%	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00		
8GM - Service Maintenance - General Maintenance/Trades		#	3	0	0	1	1	0	1	0		
5 Employees	8	%	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00		
145 Employees	Totals	#	39	30	13	7	11	4	3	1		
		%	26.90	20.69	8.97	4.83	7.59	2.76	2.07	0.69		

Job Group Analysis Report

Job Group Analysis

1AM

Officials/Admin - Auto Maintenance

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001360 - Vehicle Services Administration Supvr	#	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		
30000706 - Vehicle Acquisition 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		
2 Employees	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

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000715 - Facilities Services Division 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		
30000719 - Facilities Construction Proj Mgr,Supvsg	#	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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	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		
30000718 - Facilities Construction Project Manager	#	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		
30000717 - Facilities Construction Project Spec	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
8 Employees	Totals	#	3	5	1	1	1	0	0		
		%	37.50	62.50	12.50	12.50	12.50	0.00	0.00		

Job Group Analysis

1EO

Officials/Admin - Office Equipment Operation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000723 - Printing & Distribution 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		
30000722 - Print Shop Supervisor	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
2 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

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000698 - Property Acquisition & Services 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		
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

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000452 - Management Analyst, 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		
30000450 - Management Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	2	0	0	0	0	0	0		
	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000466 - Program Manager, Sr	#	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		
30000465 - Program Manager	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
5 Employees	Totals	#	1	2	0	0	1	0	0		
		%	20.00	40.00	0.00	0.00	20.00	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	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		
30000479 - Workers Compensation/Disability 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	2	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

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000468 - Stores System Supervisor II	#	0	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

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000368 - Engineer-Mechanical	#	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		
2 Employees	Totals	#	1	0	1	0	0	0	0		
		%	50.00	0.00	50.00	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	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	Totals	#	1	1	0	1	0	0	0		
		%	100.00	100.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000482 - Risk Specialist, 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		
30000481 - Risk Specialist	#	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		
3 Employees	#	1	1	1	0	0	0	0	0		
	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6AM

Administrative Support - Auto Maintenance

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000705 - Vehicle Program Specialist	#	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	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

6BT

Administrative Support - Building Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	0	0	1	0	0	0		
		%	50.00	0.00	0.00	50.00	0.00	0.00	0.00		

Job Group Analysis

6EO

Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	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		
30000043 - Printing & Distrib Customer Svc Rep	#	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	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	0	1	0	0	0	0	0	0		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
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		
30000433 - Administrative Specialist, Sr	#	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		
3 Employees	Totals	#	1	3	0	0	1	0	0		
		%	33.33	100.00	0.00	0.00	33.33	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		
30000013 - Office Support Specialist III	#	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		
30000012 - Office Support Specialist II	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	2	2	0	1	1	0	0		
		%	66.67	66.67	0.00	33.33	33.33	0.00	0.00		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000463 - Program Specialist	#	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		
30000462 - Program Specialist, 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	Totals #	0	2	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 Support - Risk Management

EEO 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, Assistant	#	0	0	0	0	0	0	0	0		
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
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

6SP

Administrative Support - Store & Purchases

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000055 - Storekeepr/Acquisition II:Auto Part Spec	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	25.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000709 - Vehicle Maintenance Superintendent	#	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		
30000707 - Vehicle Maintenance Supervisor I	#	3	0	1	0	1	1	0	0		
5 Employees	%	60.00	0.00	20.00	0.00	20.00	20.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	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		
30000131 - Vehicle & Equipment Mechanic	#	13	0	6	2	3	1	1	0		
50 Employees	%	26.00	0.00	12.00	4.00	6.00	2.00	2.00	0.00		
58 Employees	Totals	#	17	0	7	2	5	2	1	0	
		%	29.31	0.00	12.07	3.45	8.62	3.45	1.72	0.00	

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000712 - Facilities Services Specialist	#	1	2	0	0	0	0	0	1		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
30000713 - Facilities Maintenance Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000071 - Facilities Maintenance Technician	#	1	1	1	0	0	0	0	0		
12 Employees	%	8.33	8.33	8.33	0.00	0.00	0.00	0.00	0.00		
30000070 - Facilities Maintenance Tech Apprentice	#	1	0	0	0	0	0	1	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00		
17 Employees	Totals	#	4	3	1	0	1	0	1	1	
		%	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88	

Job Group Analysis

7EO

Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	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		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000125 - Auto Body Restorer	#	2	0	2	0	0	0	0	0		
2 Employees	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	0	2	0	0	0	0		
		%	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8EO

Service Maintenance - Office Equipment Operation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator III	#	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		
30000048 - Reprographic Operator II	#	1	1	0	0	0	1	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	50.00	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000047 - Reprographic Operator I	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
11 Employees	Totals	#	2	1	0	0	2	0	0		
		%	18.18	9.09	0.00	0.00	18.18	0.00	0.00		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder	#	0	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		
30002490 - Utility Worker II-CL	#	3	0	0	1	1	0	1	0		
3 Employees	%	100.00	0.00	0.00	33.33	33.33	0.00	33.33	0.00		
5 Employees	Totals #	3	0	0	1	1	0	1	0		
	%	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00		

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1AM		Officials/Admin - Auto Maintenance							
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 %	10.68	46.19	4.12	0.82	3.36	0.28	0.12	1.97
	Emp Less Avail?								
	Statistical Value	1.000E	0.503E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1BT		Officials/Admin - Building Trades							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	37.50	62.50	12.50	12.50	12.50	0.00	0.00	0.00
	Availability %	7.61	12.85	1.02	0.76	4.49	0.25	0.05	1.03
	Emp Less Avail?								
	Statistical Value						1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1EO		Officials/Admin - Office Equipment Operation							
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 %	12.39	33.51	3.52	4.15	3.28	0.26	0.18	1.02
	Emp Less Avail?								
	Statistical Value	1.000E	0.554E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1ER		Officials/Admin - Engineering & Related							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.91	13.61	7.94	1.37	6.32	0.51	0.11	1.64
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	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

1GA		Officials/Admin - General Administrative							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	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	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1PM		Officials/Admin - Program Management							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	40.00	0.00	0.00	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		1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1RM		Officials/Admin - Risk Management							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.67	58.07	3.66	2.95	2.08	0.04	0.03	2.92
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
1SP		Officials/Admin - Store & Purchases							
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 %	9.64	53.70	3.81	0.32	3.47	0.17	0.00	1.86
	Emp Less Avail?								
	Statistical Value	1.000E	0.463E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
		Shortfall							

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Incumbency vs. Estimated Availability

2ER		Professionals - Engineering & Related							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.25	13.76	6.76	0.44	1.86	0.69	0.00	2.51
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	100.00	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
	Stat Significant?								
	Shortfall								
3RM		Technicians - Risk Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00
	Availability %	18.32	31.57	4.42	0.00	8.83	0.00	0.00	5.08
	Emp Less Avail?								
	Statistical Value					1.000E			1.000E
	Stat Significant?								
	Shortfall								
6AM		Administrative Support - Auto Maintenance							
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 %	16.73	75.58	5.84	2.33	7.10	0.78	0.39	0.29
	Emp Less Avail?								
	Statistical Value	1.000E	0.244E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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Incumbency vs. Estimated Availability

6BT		Administrative Support - Building Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00
	Availability %	10.40	59.57	1.65	3.55	2.84	0.95	0.00	1.42
	Emp Less Avail?		YES						
	Statistical Value		0.163E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall		1						
6EO		Administrative Support - Office Equipment Operatio							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.86	65.35	4.73	4.03	6.93	0.53	0.58	2.06
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								
6GA		Administrative Support - General Administrative							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	13.70	88.93	3.60	1.46	5.18	0.56	0.39	2.50
	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 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00
	Availability %	17.03	77.46	6.60	2.13	4.65	0.87	0.39	2.39
	Emp Less Avail?								
	Statistical Value		0.535E	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

6PM		Administrative Support - Program Management							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
6RM		Administrative Support - Risk Management							
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 %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54
	Emp Less Avail?								
	Statistical Value	1.000E	0.273E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
6SP		Administrative Support - Store & Purchases							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	25.00	0.00	0.00	0.00	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	0.580E	0.627E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
7AM		Skilled Craft - Auto Maintenance							
Total Emp 58		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	29.31	0.00	12.07	3.45	8.62	3.45	1.72	0.00
	Availability %	21.43	2.98	5.70	1.31	10.85	0.71	0.45	2.39
	Emp Less Avail?		YES			YES			YES
	Statistical Value		1.335			0.546			1.192
	Stat Significant?								
		Shortfall	1			1			1

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Incumbency vs. Estimated Availability

7BT		Skilled Craft - Building Trades							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.53	17.65	5.88	0.00	5.88	0.00	5.88	5.88
	Availability %	20.93	5.58	5.10	0.73	11.69	1.75	0.02	1.65
	Emp Less Avail?								
	Statistical Value				1.000E	0.712E	1.000E		
	Stat Significant?								
		Shortfall							
7EO		Skilled Craft - Office Equipment Operation							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.26	40.74	9.26	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E					
	Stat Significant?								
		Shortfall							
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.41	3.61	2.05	1.43	9.79	0.78	0.54	2.83
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
		Shortfall							
8EO		Service Maintenance - Office Equipment Operation							
Total Emp 11		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.18	9.09	0.00	0.00	0.00	18.18	0.00	0.00
	Availability %	11.30	31.42	7.17	1.07	2.13	0.21	0.07	0.65
	Emp Less Avail?		YES						
	Statistical Value		0.191E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?								
		Shortfall	2						

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

8GM		Service Maintenance - General Maintenance/Trades							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	0.00	0.00	20.00	20.00	0.00	20.00	0.00
	Availability %	37.42	4.40	1.28	3.81	29.08	0.45	0.57	2.23
	Emp Less Avail?								
	Statistical Value		1.000E	1.000E		1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

Total Employment: 145

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

1AM		Officials/Admin - Auto Maintenance									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.9	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1BT		Officials/Admin - Building Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	5	1	1	1	0	0	0		
	# Available	0.6	1.0	0.1	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1EO		Officials/Admin - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.7	0.1	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1ER		Officials/Admin - Engineering & Related									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.1	0.1	0.0	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.4	1.7	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
1PM		Officials/Admin - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	1	2	0	0	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		
1RM		Officials/Admin - Risk Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	1.2	0.1	0.1	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

1SP											
Officials/Admin - Store & Purchases											
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		
2ER											
Professionals - Engineering & Related											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	1	0	0	0	0	0		
	# Available	0.2	0.3	0.1	0.0	0.0	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
2IT											
Professionals - Information Technology											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	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		
3RM											
Technicians - Risk Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.5	0.9	0.1	0.0	0.3	0.0	0.0	0.2		
	Persons Required	0	0	0	0	0	0	0	0		
6AM											
Administrative Support - Auto Maintenance											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6BT											
Administrative Support - Building Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.2	1.2	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		
6EO											
Administrative Support - Office Equipment Operatio											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.6	2.0	0.1	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6GA											
Administrative Support - General Administrative											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.4	2.7	0.1	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6OS											
Administrative Support - Office Support											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	2	2	0	1	1	0	0	0		
	# Available	0.5	2.3	0.2	0.1	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
6PM											
Administrative Support - Program Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	1.5	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6RM											
Administrative Support - Risk Management											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	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		
6SP											
Administrative Support - Store & Purchases											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.9	1.9	0.3	0.1	0.4	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		
7AM											
Skilled Craft - Auto Maintenance											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
58	# Employed	17	0	7	2	5	2	1	0		
	# Available	12.4	1.7	3.3	0.8	6.3	0.4	0.3	1.4		
	Persons Required	0	1	0	0	1	0	0	1		
7BT											
Skilled Craft - Building Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	4	3	1	0	1	0	1	1		
	# Available	3.6	0.9	0.9	0.1	2.0	0.3	0.0	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
7EO											
Skilled Craft - Office Equipment Operation											
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		
7GM											
Skilled Craft - General Maintenance/Trades											
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	2	0	2	0	0	0	0	0		
	# Available	0.3	0.1	0.0	0.0	0.2	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

8EO		Service Maintenance - Office Equipment Operation									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
11	# Employed	2	1	0	0	0	2	0	0		
	# Available	1.2	3.5	0.8	0.1	0.2	0.0	0.0	0.1		
	Persons Required	0	2	0	0	0	0	0	0		

8GM		Service Maintenance - General Maintenance/Trades									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	0	0	1	1	0	1	0		
	# Available	1.9	0.2	0.1	0.2	1.5	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.