

# **Incumbency v. Estimated Availability Summary**

SupportStaff 12/03/2010

**Comparison Test**

**Two Standard Deviation Test**

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
32 Professionals	2	Female	2	100.00	52.81	
		Minority	1	50.00	26.40	
		Black	1	50.00	11.19	
		Hispanic	0	0.00	5.18	
		Asian	0	0.00	9.03	
		AmIndian	0	0.00	0.25	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	0.75	
3A Accountg/Finance Professionals	71	Female	47	66.20	55.03	
		Minority	42	59.15	28.48	
		Black	22	30.99	14.66	
		Hispanic	11	15.49	6.10	
		Asian	8	11.27	6.95	
		AmIndian	0	0.00	0.35	
		NHOPI	0	0.00	0.00	
		Two+	1	1.41	0.42	
3B Engineers	19	Female	0	0.00	13.62	
		Minority	6	31.58	31.25	
		Black	0	0.00	8.29	
		Hispanic	3	15.79	7.19	
		Asian	3	15.79	14.52	
		AmIndian	0	0.00	0.27	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.98	
3C Human Resources Professionals	39	Female	36	92.31	60.31	
		Minority	25	64.10	31.27	
		Black	18	46.15	16.51	
		Hispanic	6	15.38	10.48	
		Asian	1	2.56	3.63	
		AmIndian	0	0.00	0.22	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.44	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

*Yes indicates Number of Standard Deviations <= -2.00*

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
3D Systems/Network Professionals	73	Female	26	35.62	34.46	
		Minority	37	50.68	29.09	
		Black	22	30.14	11.85	
		Hispanic	10	13.70	7.03	
		Asian	4	5.48	9.07	
		AmIndian	0	0.00	0.37	
		NHOPI	0	0.00	0.00	
		Two+	1	1.37	0.76	
3E Commun/Creative Arts Profess	82	Female	79	96.34	71.50	
		Minority	50	60.98	31.26	
		Black	35	42.68	18.29	
		Hispanic	12	14.63	8.93	
		Asian	3	3.66	3.07	
		AmIndian	0	0.00	0.31	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	0.65	
3F College Program Professionals	32	Female	30	93.75	54.98	
		Minority	30	93.75	29.52	
		Black	25	78.13	13.80	
		Hispanic	4	12.50	8.50	
		Asian	1	3.13	5.48	
		AmIndian	0	0.00	0.73	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	1.01	
3G Medical/Lab Professionals	253	Female	175	69.17	72.40	
		Minority	144	56.92	39.64	
		Black	38	15.02	14.00	
		Hispanic	21	8.30	4.89	
		Asian	84	33.20	19.11	
		AmIndian	0	0.00	0.18	
		NHOPI	0	0.00	0.14	
		Two+	1	0.40	1.33	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

*Yes indicates Number of Standard Deviations <= -2.00*

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
3H Nurses	1034	Female	931	90.04	93.79	Yes
		Minority	701	67.79	39.45	
		Black	164	15.86	18.96	Yes
		Hispanic	73	7.06	3.86	
		Asian	460	44.49	15.13	
		AmIndian	3	0.29	0.25	
		NHOPI	1	0.10	0.06	
Two+	0	0.00	1.19	Yes		
3J Medical Health Professionals	197	Female	165	83.76	72.87	
		Minority	109	55.33	34.48	
		Black	72	36.55	14.00	
		Hispanic	36	18.27	5.56	
		Asian	1	0.51	13.85	Yes
		AmIndian	0	0.00	0.17	
		NHOPI	0	0.00	0.03	
Two+	0	0.00	0.88			
3K Medical Therapists	54	Female	34	62.96	77.81	Yes
		Minority	19	35.19	37.48	
		Black	4	7.41	18.42	Yes
		Hispanic	5	9.26	5.38	
		Asian	10	18.52	13.01	
		AmIndian	0	0.00	0.10	
		NHOPI	0	0.00	0.00	
Two+	0	0.00	0.56			
3Z Other CS Service Professionals	124	Female	105	84.68	64.79	
		Minority	76	61.29	26.38	
		Black	40	32.26	14.26	
		Hispanic	30	24.19	6.80	
		Asian	5	4.03	4.39	
		AmIndian	0	0.00	0.25	
		NHOPI	0	0.00	0.00	
Two+	1	0.81	0.67			

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

**Yes** indicates Number of Standard Deviations <= -2.00

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
4A Systems/Network Technicians	11	Female	2	18.18	30.77	
		Minority	7	63.64	27.51	
		Black	4	36.36	10.21	
		Hispanic	3	27.27	6.21	
		Asian	0	0.00	9.53	
		AmIndian	0	0.00	0.63	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	0.93	
4B Engineering/Science Technician	88	Female	63	71.59	18.70	
		Minority	73	82.95	36.14	
		Black	46	52.27	12.11	
		Hispanic	20	22.73	10.92	
		Asian	6	6.82	12.10	
		AmIndian	1	1.14	0.28	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.73	
4C Food Service Coordinators	2	Female	0	0.00	40.44	
		Minority	1	50.00	36.20	
		Black	1	50.00	10.00	
		Hispanic	0	0.00	14.31	
		Asian	0	0.00	9.64	
		AmIndian	0	0.00	0.27	
		NHOPI	0	0.00	0.15	
		Two+	0	0.00	1.83	
4E Health Technicians	481	Female	390	81.08	74.68	
		Minority	386	80.25	45.33	
		Black	212	44.07	23.49	
		Hispanic	130	27.03	9.50	
		Asian	41	8.52	11.35	
		AmIndian	2	0.42	0.29	
		NHOPI	0	0.00	0.04	
		Two+	1	0.21	0.66	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
4F Health Service, Other	169	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	152 137 103 16 17 0 0 1	89.94 81.07 60.95 9.47 10.06 0.00 0.00 0.59	80.46 46.25 26.95 5.47 12.12 0.17 0.02 1.52	
4G Protective Service Workers	102	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	26 63 29 28 6 0 0 0	25.49 61.76 28.43 27.45 5.88 0.00 0.00 0.00	19.39 41.76 28.27 10.60 1.68 0.41 0.01 0.78	
4Z Other Technicians/Paraprofess	585	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	484 500 303 185 10 1 0 1	82.74 85.47 51.79 31.62 1.71 0.17 0.00 0.17	66.06 36.95 20.78 10.65 4.47 0.24 0.01 0.82	Yes
5A Accounting/Finance Clericals	61	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	52 45 24 19 2 0 0 0	85.25 73.77 39.34 31.15 3.28 0.00 0.00 0.00	87.45 29.82 15.69 9.27 3.77 0.25 0.04 0.81	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00*

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
5B Office Support Clericals	124	Female	120	96.77	76.65	Yes
		Minority	63	50.81	36.53	
		Black	43	34.68	21.43	
		Hispanic	19	15.32	10.29	
		Asian	0	0.00	4.20	
		AmIndian	0	0.00	0.20	
		NHOPI	0	0.00	0.05	
		Two+	1	0.81	0.36	
5C Office Machine Operators	14	Female	9	64.29	68.31	
		Minority	13	92.86	45.31	
		Black	11	78.57	24.82	
		Hispanic	2	14.29	11.41	
		Asian	0	0.00	7.96	
		AmIndian	0	0.00	0.50	
		NHOPI	0	0.00	0.18	
		Two+	0	0.00	0.44	
5D Storekeepers/Dispatchers	115	Female	52	45.22	74.66	Yes
		Minority	90	78.26	38.32	Yes
		Black	75	65.22	21.33	
		Hispanic	15	13.04	11.60	
		Asian	0	0.00	4.24	
		AmIndian	0	0.00	0.34	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.81	
5Z Other Clericals	375	Female	328	87.47	73.79	
		Minority	252	67.20	39.60	
		Black	162	43.20	21.40	
		Hispanic	73	19.47	11.59	
		Asian	13	3.47	5.28	
		AmIndian	3	0.80	0.29	
		NHOPI	0	0.00	0.02	
		Two+	1	0.27	1.03	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

**Yes** indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
6A Auto Mechanics/Body Repair	5	Female	0	0.00	1.68	
		Minority	1	20.00	39.61	
		Black	1	20.00	11.85	
		Hispanic	0	0.00	23.80	
		Asian	0	0.00	2.61	
		AmIndian	0	0.00	0.38	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.97	
6B Mechanics/Repair not Auto	13	Female	1	7.69	51.41	Yes
		Minority	4	30.77	64.02	Yes
		Black	1	7.69	10.36	
		Hispanic	3	23.08	42.13	
		Asian	0	0.00	10.94	
		AmIndian	0	0.00	0.09	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.51	
6C Machinists	23	Female	0	0.00	6.35	
		Minority	3	13.04	33.46	Yes
		Black	1	4.35	10.37	
		Hispanic	2	8.70	16.15	
		Asian	0	0.00	5.02	
		AmIndian	0	0.00	0.40	
		NHOPI	0	0.00	0.03	
		Two+	0	0.00	1.49	
6D Carpenters	23	Female	2	8.70	1.54	
		Minority	2	8.70	23.81	
		Black	2	8.70	5.92	
		Hispanic	0	0.00	15.26	
		Asian	0	0.00	0.72	Yes
		AmIndian	0	0.00	0.48	
		NHOPI	0	0.00	0.03	
		Two+	0	0.00	1.41	

Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
6E Construction Crafts	26	Female	2	7.69	2.20	
		Minority	5	19.23	25.07	
		Black	3	11.54	8.09	
		Hispanic	2	7.69	14.71	
		Asian	0	0.00	0.69	
		AmIndian	0	0.00	0.47	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	1.10	
6F Electricians	28	Female	0	0.00	3.39	
		Minority	5	17.86	21.31	
		Black	2	7.14	9.17	
		Hispanic	3	10.71	9.22	
		Asian	0	0.00	1.54	
		AmIndian	0	0.00	0.49	
		NHOPI	0	0.00	0.02	
		Two+	0	0.00	0.86	
6G Print Trades Crafts	8	Female	2	25.00	13.62	
		Minority	4	50.00	31.91	
		Black	2	25.00	7.51	
		Hispanic	2	25.00	19.07	
		Asian	0	0.00	3.73	
		AmIndian	0	0.00	0.63	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.98	
6H Painters	13	Female	0	0.00	14.33	
		Minority	3	23.08	59.47	Yes
		Black	2	15.38	10.80	
		Hispanic	1	7.69	46.54	Yes
		Asian	0	0.00	1.76	
		AmIndian	0	0.00	0.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.36	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

Yes indicates Number of Standard Deviations <= -2.00

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
6J Plant & Systems Operators	131	Female	2	1.53	10.44	Yes Yes Yes Yes
		Minority	25	19.08	37.84	
		Black	19	14.50	24.13	
		Hispanic	4	3.05	10.84	
		Asian	2	1.53	2.86	
		AmIndian	0	0.00	0.00	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.00	
6Z Other Craftsmen	12	Female	0	0.00	8.61	
		Minority	6	50.00	35.48	
		Black	1	8.33	12.32	
		Hispanic	3	25.00	20.03	
		Asian	2	16.67	2.25	
		AmIndian	0	0.00	0.33	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.55	
7A Vehicle Operators	60	Female	4	6.67	8.92	
		Minority	35	58.33	39.44	
		Black	19	31.67	21.10	
		Hispanic	16	26.67	15.10	
		Asian	0	0.00	1.51	
		AmIndian	0	0.00	0.50	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	1.21	
7C Cleaning Service Workers	391	Female	206	52.69	44.74	Yes
		Minority	372	95.14	42.59	
		Black	239	61.13	16.99	
		Hispanic	129	32.99	21.50	
		Asian	4	1.02	2.74	
		AmIndian	0	0.00	0.47	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.89	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

**Yes** indicates Number of Standard Deviations <= -2.00

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
7D Food Service Workers	53	Female	36	67.92	62.26	
		Minority	46	86.79	46.15	
		Black	33	62.26	24.64	
		Hispanic	12	22.64	17.91	
		Asian	1	1.89	2.78	
		AmIndian	0	0.00	0.18	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.63	
7E Personal Service Workers	28	Female	19	67.86	52.76	
		Minority	24	85.71	41.50	
		Black	13	46.43	26.56	
		Hispanic	9	32.14	9.10	
		Asian	1	3.57	4.73	
		AmIndian	0	0.00	0.40	
		NHOPI	1	3.57	0.00	
		Two+	0	0.00	0.71	
7Z Other Service/Maintenance	130	Female	31	23.85	17.81	Yes
		Minority	110	84.62	59.93	
		Black	81	62.31	24.23	
		Hispanic	26	20.00	30.83	
		Asian	3	2.31	2.42	
		AmIndian	0	0.00	0.29	
		NHOPI	0	0.00	0.01	
		Two+	0	0.00	2.16	
AA Accounting/Finance Managers	4	Female	3	75.00	52.59	
		Minority	1	25.00	26.47	
		Black	0	0.00	11.28	
		Hispanic	0	0.00	5.49	
		Asian	1	25.00	8.91	
		AmIndian	0	0.00	0.14	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.65	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

**Yes** indicates Number of Standard Deviations <= -2.00

## Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
AB Human Resources Managers	2	Female	1	50.00	54.96	
		Minority	0	0.00	28.46	
		Black	0	0.00	13.73	
		Hispanic	0	0.00	7.57	
		Asian	0	0.00	6.42	
		AmIndian	0	0.00	0.17	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.55	
AC Building/Housing Managers	130	Female	98	75.38	36.83	
		Minority	68	52.31	20.83	
		Black	39	30.00	9.40	
		Hispanic	25	19.23	5.84	
		Asian	4	3.08	4.61	
		AmIndian	0	0.00	0.24	
		NHOPI	0	0.00	0.03	
		Two+	0	0.00	0.73	
AE Health Managers	13	Female	11	84.62	71.47	
		Minority	4	30.77	28.37	
		Black	3	23.08	17.23	
		Hispanic	1	7.69	6.13	
		Asian	0	0.00	4.32	
		AmIndian	0	0.00	0.09	
		NHOPI	0	0.00	0.00	
		Two+	0	0.00	0.61	
AZ Other Managers	14	Female	7	50.00	40.07	
		Minority	9	64.29	20.40	
		Black	6	42.86	9.21	
		Hispanic	1	7.14	5.83	
		Asian	2	14.29	4.41	
		AmIndian	0	0.00	0.23	
		NHOPI	0	0.00	0.02	
		Two+	0	0.00	0.70	

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test*

Yes indicates Number of Standard Deviations <= -2.00

# Incumbency v. Estimated Availability Summary

SupportStaff  
12/03/2010

Job Group	Total Incumbents (#)	Category	Incumbents (#)	Incumbency (%)	Availability (%)	Less than Reasonably Expected?
Facility Total	5214	Female Minority Black Hispanic Asian AmIndian NHOPi Two+	3733 3597 1921 960 695 10 2 9			

*Comparison of Incumbency to Availability is performed using the Two Standard Deviation Test  
Yes indicates Number of Standard Deviations <= -2.00*