

# City of Portland



1030-OGR

Office of Government Relations

## Bureau Affirmative Action Reports

Quarter 2 Reports  
(07/01/2011 to 12/31/2011)  
*(Semi-Annual Reports)*

**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	#	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		
2 - Professionals	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
6 - Administrative Support	#	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		
<b>7 Employees</b>	<b>Totals</b>	<b>#</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>		
	<b>%</b>	<b>14.29</b>	<b>42.86</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>14.29</b>		

# Job Group Analysis Summary Report

## Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1DR - Officials/Admin - Directors		#	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		
1ES - Officials/Admin - Exempt		#	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		
2CR - Professionals - Community Relations		#	1	1	0	0	0	0	0	1		
3 Employees	2	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
6GA - Administrative Support - General Administrative		#	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		
7 Employees	Totals	#	1	3	0	0	0	0	0	1		
		%	14.29	42.86	0.00	0.00	0.00	0.00	0.00	14.29		

# Job Group Analysis Report

# City of Portland

FY11-12 Quarter 2 (Semi-Annual) Cumulative Affirmative Action Update Plan

Sector: 1030 - OGR Office of Government Relations

Portland, OR

## Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000414 - Government Relations Director	#	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

1ES

Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000005 - Commissioner's Staff Rep	#	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		
2 Employees	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		



## Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations 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		
30000498 - Government Relations Lobbyist	#	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		
3 Employees	#	1	1	0	0	0	0	0	1		
Totals	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		

## Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
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		

# Incumbency vs. Estimated Availability Report

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

## Incumbency vs. Estimated Availability

1DR		Officials/Admin - Directors							
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 %	6.26	19.09	3.45	0.48	1.10	0.81	0.02	0.41
	Emp Less Avail?								
	Statistical Value	0.937E		0.966E	0.995E	0.989E	0.992E	1.000E	0.996E
		Stat Significant?							
1ES		Officials/Admin - Exempt							
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 %	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78
	Emp Less Avail?		YES						
	Statistical Value	0.742E	0.095E	0.907E	0.959E	0.932E	0.948E	0.997E	0.984E
		Stat Significant?							
2CR		Professionals - Community Relations							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	14.74	48.38	1.81	2.81	4.19	4.60	0.35	1.00
	Emp Less Avail?								
	Statistical Value		0.524E	0.947E	0.918E	0.879E	0.868E	0.990E	
		Stat Significant?							
6GA		Administrative Support - General Administrative							
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 %	9.82	89.58	2.20	1.37	3.85	1.71	0.13	0.53
	Emp Less Avail?								
	Statistical Value	0.902E		0.978E	0.986E	0.962E	0.983E	0.999E	0.995E
		Stat Significant?							

Total Employment: 7

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)

FY11-12 Quarter 2 (Semi-Annual) Cumulative Affirmative Action

## Shortfall

1DR		Officials/Admin - Directors									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1ES		Officials/Admin - Exempt									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	1.4	0.1	0.0	0.1	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		
2CR		Professionals - Community Relations									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	1	0	0	0	0	0	1		
	# Available	0.4	1.5	0.1	0.1	0.1	0.1	0.0	0.0		
	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		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.9	0.0	0.0	0.0	0.0	0.0	0.0		
	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.