City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

City of Portland

1090 Office of the City Attorney

Bureau Affirmative Action Reports

July 2012 Annual Reports

Quarter 4 Reporting Period
(07/01/2011 to 06/30/2012)

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	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		
2 - Professionals	#	5	15	2	0	1	0	1	1		
34 Employees	%	14.71	44.12	5.88	0.00	2.94	0.00	2.94	2.94		
6 - Administrative Support	#	3	21	1	2	0	0	0	0		
21 Employees	%	14.29	100.00	4.76	9.52	0.00	0.00	0.00	0.00		
58 Employees **Totals**	#	8	38	3	2	1	0	1	1		
	%	13.79	65.52	5.17	3.45	1.72	0.00	1.72	1.72		

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	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		#	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		
1LL - Officials/Admin - Legal		#	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		
2LL - Professionals - Legal		#	5	15	2	0	1	0	1	1		
34 Employees	2	%	14.71	44.12	5.88	0.00	2.94	0.00	2.94	2.94		
6LL - Administrative Support - Legal		#	3	19	1	2	0	0	0	0		
19 Employees	6	%	15.79	100.00	5.26	10.53	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	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		
58 Employees	Totals	#	8	38	3	2	1	0	1	1		
		%	13.79	65.52	5.17	3.45	1.72	0.00	1.72	1.72		

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000418 - Attorney, City	#	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		

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000440 - Business Operations Supervisor	#	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

1LL Officials/Admin - Legal

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000600 - Law Office Administrator	#	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

2LL Professionals - Legal

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000597 - Attorney, Chief Deputy City	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000596 - Attorney, Sr Deputy City	#	1	5	1	0	0	0	0	0		
12 Employees	%	8.33	41.67	8.33	0.00	0.00	0.00	0.00	0.00		
30000595 - Attorney, Deputy City	#	4	6	1	0	1	0	1	1		
16 Employees	%	25.00	37.50	6.25	0.00	6.25	0.00	6.25	6.25		
30000830 - Paralegal Supervisor	#	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		
34 Employees Totals	#	5	15	2	0	1	0	1	1		
	%	14.71	44.12	5.88	0.00	2.94	0.00	2.94	2.94		

Job Group Analysis

6LL Administrative Support - Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000594 - Paralegal, Sr	#	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		
30000829 - Legal Assistant Supervisor	#	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		
30000592 - Legal Assistant, Sr	#	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		
30000593 - Paralegal	#	1	6	1	0	0	0	0	0		
6 Employees	%	16.67	100.00	16.67	0.00	0.00	0.00	0.00	0.00		
30000591 - Legal Assistant	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00		
19 Employees Totals	#	3	19	1	2	0	0	0	0		
	%	15.79	100.00	5.26	10.53	0.00	0.00	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		
30000012 - Office Support Specialist 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		
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		

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	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.96	18.64	3.61	2.51	3.11	0.53	1.72	0.48
Emp Less Avail?								
Statistical Value	0.880E	0.814E	0.964E	0.975E	0.969E	0.995E	0.983E	0.995E
Stat Significant?								
Shortfall								

1GA Officials/Admin - 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 %	7.62	47.64	2.42	0.77	2.18	1.64	0.06	0.54
Emp Less Avail?								
Statistical Value	0.924E		0.976E	0.992E	0.978E	0.984E	0.999E	0.995E
Stat Significant?								
Shortfall								

1LL Officials/Admin - Legal

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 %	13.30	29.05	1.81	1.81	4.86	4.45	0.00	0.36
Emp Less Avail?								
Statistical Value	0.867E		0.982E	0.982E	0.951E	0.956E		0.996E
Stat Significant?								
Shortfall								

2LL Professionals - Legal

Total Emp: 34

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.71	44.12	5.88	0.00	2.94	0.00	2.94	2.94
Availability %	6.50	27.82	2.06	0.96	1.86	1.30	0.00	0.30
Emp Less Avail?								
Statistical Value				0.574E		0.669E		
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

6LL	Administrative Support - Legal							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment % 15.79	100.00	5.26	10.53	0.00	0.00	0.00	0.00
	Availability % 10.01	90.03	3.96	0.79	3.94	0.82	0.00	0.49
	Emp Less Avail?							
	Statistical Value				0.466E	0.855E		0.911E
	Stat Significant?							
	Shortfall							

6OS	Administrative Support - Office Support							
Total Emp	Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment % 0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability % 13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00
	Emp Less Avail?							
	Statistical Value 0.745E		0.933E	0.947E	0.911E	0.968E	0.992E	0.980E
	Stat Significant?							
	Shortfall							

Total Employment: 58

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

1DR Officials/Admin - Directors

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		

1GA Officials/Admin - 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	0.5	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1LL Officials/Admin - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2LL Professionals - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
34	# Employed	5	15	2	0	1	0	1	1		
	# Available	2.2	9.5	0.7	0.3	0.6	0.4	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6LL Administrative Support - Legal

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	3	19	1	2	0	0	0	0		
	# Available	1.9	17.1	0.8	0.2	0.7	0.2	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6OS Administrative Support - Office Support

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.3	1.7	0.1	0.1	0.1	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.