

City of Portland

1030 OGR-Office of Government Relations

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

Sector: 1030 - OGR Office of Government Relations July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12) Portland, OR

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	
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 Sumary Report

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Sector: 1030 - OGR Office of Government Relations

Portland, OR

Job Group Analysis Summary

Job Group & Name	EO 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	Э	#	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

Sector: 1030 - OGR Office of Government Relations July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12) Portland, OR

1DR Officials/Admin -	Dire	ctors								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	8 #	0	1	0	0	0	0	0	0	
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	

1ES	Officials/Admin - Exempt											
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	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		

2CR	Professionals - Co	mm	unity R	EEO	Code: 2							
Job Code & Title					Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations	s Mgr	#	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 Lobb	yist	#	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	Totals	#	1	1	0	0	0	0	0	1		
		%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		

6GA	Administrative Support - General Administrative											
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	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		

Incumbency vs. Estimated Availability Report

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

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Sector: 1030 - OGR Office of Government Relations Fortland, OR

Incumbency vs. Estimated Availability

,	1DR	Official	s/Admin	- Directo	rs				
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 %	11.96	18.64	3.61	2.51	3.11	0.53	1.72	0.48
	Emp Less Avail?								
	Statistical Value	0.880E		0.964E	0.975E	0.969E	0.995E	0.983E	0.995E
	Stat Significant?								
	Shortfall								
	1ES	Official	s/Admin	- Exemp	t				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	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?								
	Shortfall		1						
,	- 0 -			_					
4	2CR	Profess	sionals -	Commur	ity Relat	ions			
	2CR						Ind	Pac	Two
Total Emp	Employment %	Min 33.33	Fem 33.33	Asi 0.00	Blk 0.00	His 0.00	Ind 0.00	Pac 0.00	Two 33.33
		Min	Fem	Asi	Blk	His			
Total Emp	Employment %	Min 33.33	Fem 33.33	Asi 0.00	Blk 0.00	His 0.00	0.00	0.00	33.33
Total Emp	Employment % Availability %	Min 33.33	Fem 33.33	Asi 0.00	Blk 0.00	His 0.00	0.00	0.00	33.33
Total Emp	Employment % Availability % Emp Less Avail?	Min 33.33	Fem 33.33 47.54	Asi 0.00 1.74	Blk 0.00 2.76	His 0.00 4.12	0.00 4.77	0.00 0.35	33.33
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 33.33	Fem 33.33 47.54	Asi 0.00 1.74	Blk 0.00 2.76	His 0.00 4.12	0.00 4.77	0.00 0.35	33.33
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 33.33 14.75	Fem 33.33 47.54 0.537E	Asi 0.00 1.74	BIk 0.00 2.76 0.919E	His 0.00 4.12 0.881E	0.00 4.77 0.864E	0.00 0.35	33.33
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 33.33 14.75	Fem 33.33 47.54 0.537E	Asi 0.00 1.74 0.949E	Blk 0.00 2.76	His 0.00 4.12 0.881E	0.00 4.77 0.864E	0.00 0.35	33.33
Total Emp 3 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 33.33 14.75 Admini	Fem 33.33 47.54 0.537E	Asi 0.00 1.74 0.949E	Blk 0.00 2.76 0.919E	His 0.00 4.12 0.881E	0.00 4.77 0.864E	0.00 0.35 0.990E	33.33
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 33.33 14.75 Admini Min	Fem 33.33 47.54 0.537E	Asi 0.00 1.74 0.949E Support -	Blk 0.00 2.76 0.919E	His 0.00 4.12 0.881E Adminis	0.00 4.77 0.864E	0.00 0.35 0.990E	33.33 1.02
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6GA Employment %	Min 33.33 14.75 Admini Min 0.00	Fem 33.33 47.54 0.537E strative \$ Fem 100.00	Asi 0.00 1.74 0.949E Support - Asi 0.00	BIk 0.00 2.76 0.919E General BIk 0.00	His 0.00 4.12 0.881E Adminis His 0.00	0.00 4.77 0.864E strative Ind 0.00	0.00 0.35 0.990E	33.33 1.02 Two 0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6GA Employment % Availability %	Min 33.33 14.75 Admini Min 0.00	Fem 33.33 47.54 0.537E strative \$ Fem 100.00	Asi 0.00 1.74 0.949E Support - Asi 0.00	BIk 0.00 2.76 0.919E General BIk 0.00	His 0.00 4.12 0.881E Adminis His 0.00	0.00 4.77 0.864E strative Ind 0.00	0.00 0.35 0.990E	33.33 1.02 Two 0.00
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6GA Employment % Availability % Emp Less Avail?	Min 33.33 14.75 Admini Min 0.00 9.77	Fem 33.33 47.54 0.537E strative \$ Fem 100.00	Asi 0.00 1.74 0.949E Support - Asi 0.00 2.17	Blk 0.00 2.76 0.919E General Blk 0.00 1.38	His 0.00 4.12 0.881E Adminis His 0.00 3.85	0.00 4.77 0.864E etrative Ind 0.00 1.69	0.00 0.35 0.990E Pac 0.00 0.14	Two 0.00 0.53

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.

12/13/2012

Shortfall Report (Persons Required)

(This is a supplemental report to the "Incumbency vs. Estimated Availability" Report)

Sector: 1030 - OGR Office of Government Relations

Shortfall

,	1DR	Official	s/Admin	- Directo	rs								
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	Official	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				
4	2CR	Profess	sionals -	Commur	nity Relat	ions							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
3	# Employed	1	1	0	0	0	0	0	1				
	# Available	0.4	1.4	0.1	0.1	0.1	0.1	0.0	0.0				
	Persons Required	0	0	0	0	0	0	0	0				
6	6GA	Admini	strative \$	Support -	General	Adminis	strative						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
1	# Employed	0	1	0	0	0	0	0	0				
	# Available				0.0			0.0					

W - Whole Person Rule

Persons Required

A placement goal is set when employment is less than availability by at least one whole person.

Bureau Reports July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)