City of Portland

1030-OGR

Office of Government Relations

Bureau Affirmative Action Plan Reports

Quarter 2 (Semi-Annual) Reports (07/01/2012 to 12/31/2012)

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

Job Group Analysis Summary By EEO Category Report

City of Portland

FY12-13 Semi-Annual (Quarter 2) Affirmative Action Update Plan

Sector: 1030 - OGR Office of Government Relations

Portland, OR

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	#	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	4	0	0	0	0	0	1		
	%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		

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	1	0	0	0	0	0	0		
2 Employees	1	%	0.00	50.00	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	4	0	0	0	0	0	1		
		%	14.29	57.14	0.00	0.00	0.00	0.00	0.00	14.29		

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		
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	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		
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

2CR Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations 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 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 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		

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	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.)

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 %	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 Officials/Admin - Exempt

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 %	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78
Emp Less Avail?								
Statistical Value	0.742E	0.522E	0.907E	0.959E	0.932E	0.948E	0.997E	0.984E
Stat Significant?								
Shortfall								

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 %	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02
Emp Less Avail?								
Statistical Value		0.537E	0.949E	0.919E	0.881E	0.864E	0.990E	
Stat Significant?								
Shortfall								

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 %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value	0.902E		0.978E	0.986E	0.962E	0.983E	0.999E	0.995E
Stat Significant?								
Shortfall								

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)

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	1	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	0	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	1.4	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.