City of Portland

1170-ONI
Office of Neighborhood Involvement

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

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	2	7	1	0	1	0	0	0		
10 Employees	%	20.00	70.00	10.00	0.00	10.00	0.00	0.00	0.00		
2 - Professionals	#	3	11	0	1	0	0	0	2		
15 Employees	%	20.00	73.33	0.00	6.67	0.00	0.00	0.00	13.33		
6 - Administrative Support	#	1	7	0	0	1	0	0	0		
12 Employees	%	8.33	58.33	0.00	0.00	8.33	0.00	0.00	0.00		
37 Employees **Totals**	#	6	25	1	1	2	0	0	2		
	%	16.22	67.57	2.70	2.70	5.41	0.00	0.00	5.41		

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		#	1	1	0	0	1	0	0	0		
1 Employee	1	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1FL - Officials/Admin - Financial		#	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		
1PM - Officials/Admin - Program Management		#	1	5	1	0	0	0	0	0		
7 Employees	1	%	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00		
2CR - Professionals - Community Relations		#	1	2	0	0	0	0	0	1		
3 Employees	2	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
2LE - Professionals - Law Enforcement		#	2	9	0	1	0	0	0	1		
12 Employees	2	%	16.67	75.00	0.00	8.33	0.00	0.00	0.00	8.33		
6CR - Administrative Support - Community Relations		#	0	3	0	0	0	0	0	0		
5 Employees	6	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	0	0	0	0	0	0	0	0		
1 Employee	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	1	4	0	0	1	0	0	0		
6 Employees	6	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00		
37 Employees	Totals	#	6	25	1	1	2	0	0	2		
		%	16.22	67.57	2.70	2.70	5.41	0.00	0.00	5.41		

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		
30000415 - Neighborhood Involvement Director	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	0	1	0	0	0		
	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000567 - Financial Analyst	#	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

1PM Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000465 - Program Manager	#	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		
30000464 - Program Coordinator	#	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		
30000463 - Program Specialist	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
7 Employees Totals	#	1	5	1	0	0	0	0	0		
	%	14.29	71.43	14.29	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		
30000503 - Disability Program Specialist	#	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		
30000500 - Neighborhood Programs Coordinator	#	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	2	0	0	0	0	0	1		
	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		

Job Group Analysis

2LE Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000309 - Crime Prevention Program Administrator	#	2	9	0	1	0	0	0	1		
12 Employees	%	16.67	75.00	0.00	8.33	0.00	0.00	0.00	8.33		
12 Employees Totals	#	2	9	0	1	0	0	0	1		
	%	16.67	75.00	0.00	8.33	0.00	0.00	0.00	8.33		

Job Group Analysis

6CR — Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000502 - Neighborhood Office Supervisor	#	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		
30000491 - Community Outreach & Informtn Assistant	#	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		
5 Employees Totals	#	0	3	0	0	0	0	0	0		
	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA	Administrative Support - General Administrative	EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II		#	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

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000016 - Information & Referral Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	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		
6 Employees Totals	#	1	4	0	0	1	0	0	0		
	%	16.67	66.67	0.00	0.00	16.67	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 %	100.00	100.00	0.00	0.00	100.00	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			0.964E	0.975E		0.995E	0.983E	0.995E
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

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 %	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?								
Statistical Value	0.963E	0.481E	0.968E	1.000E	0.996E	1.000E		1.000E
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								

1PM Officials/Admin - Program Management

Total Emp 7

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	14.29	71.43	14.29	0.00	0.00	0.00	0.00	0.00
Availability %	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69
Emp Less Avail?								
Statistical Value				0.890E	0.790E	0.864E	0.990E	0.953E
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

2CR Professionals - Community Relations

Total Emp 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	66.67	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			0.949E	0.919E	0.881E	0.864E	0.990E	
Stat Significant?								
Shortfall								

2LE Professionals - Law Enforcement

Total Emp 12

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	75.00	0.00	8.33	0.00	0.00	0.00	8.33
Availability %	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86
Emp Less Avail?								
Statistical Value			0.691E		0.627E	0.884E	0.961E	
Stat Significant?								
Shortfall								

6CR Administrative Support - Community Relations

Total Emp 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59
Emp Less Avail?								
Statistical Value	0.603E	0.420E	0.900E	0.912E	0.835E	0.928E	0.996E	0.971E
Stat Significant?								
Shortfall								

6GA Administrative Support - General Administrative

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 %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
Emp Less Avail?								
Statistical Value	0.902E	0.102E	0.978E	0.986E	0.962E	0.983E	0.999E	0.995E
Stat Significant?								
Shortfall								

6OS Administrative Support - Office Support

Total Emp 6

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	16.67	66.67	0.00	0.00	16.67	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?		YES						
Statistical Value		0.230E	0.811E	0.848E		0.907E	0.976E	0.941E
Stat Significant?								
Shortfall		1						

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

Total Employment: 37

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	1	1	0	0	1	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		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.5	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		

1PM Officials/Admin - Program Management

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	5	1	0	0	0	0	0		
	# Available	0.8	3.9	0.3	0.1	0.2	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	2	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		

2LE Professionals - Law Enforcement

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	2	9	0	1	0	0	0	1		
	# Available	1.5	6.6	0.4	0.4	0.5	0.1	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

6CR Administrative Support - Community Relations

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	0	3	0	0	0	0	0	0		
	# Available	0.5	3.6	0.1	0.1	0.2	0.1	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6GA		Administrative Support - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	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		

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6	# Employed	1	4	0	0	1	0	0	0		
	# Available	0.8	5.1	0.2	0.2	0.3	0.1	0.0	0.1		
	Persons Required	0	1	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.