City of Portland

1270-OMF-Fin Svc
Bureau of Financial Services

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	#	4	12	3	0	0	0	0	1		
26 Employees	%	15.38	46.15	11.54	0.00	0.00	0.00	0.00	3.85		
2 - Professionals	#	6	7	4	1	0	0	0	1		
21 Employees	%	28.57	33.33	19.05	4.76	0.00	0.00	0.00	4.76		
6 - Administrative Support	#	3	6	1	0	2	0	0	0		
7 Employees	%	42.86	85.71	14.29	0.00	28.57	0.00	0.00	0.00		
54 Employees **Totals**	#	13	25	8	1	2	0	0	2		
	%	24.07	46.30	14.81	1.85	3.70	0.00	0.00	3.70		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1AC - Officials/Admin - Accounting		#	0	2	0	0	0	0	0	0		
3 Employees	1	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
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		
1FL - Officials/Admin - Financial		#	4	10	3	0	0	0	0	1		
22 Employees	1	%	18.18	45.45	13.64	0.00	0.00	0.00	0.00	4.55		
2AC - Professionals - Accounting		#	6	7	4	1	0	0	0	1		
19 Employees	2	%	31.58	36.84	21.05	5.26	0.00	0.00	0.00	5.26		
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0		
2 Employees	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
6AC - Administrative Support - Accounting		#	0	1	0	0	0	0	0	0		
2 Employees	6	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	2	2	1	0	1	0	0	0		
2 Employees	6	%	100.00	100.00	50.00	0.00	50.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	1	3	0	0	1	0	0	0		
3 Employees	6	%	33.33	100.00	0.00	0.00	33.33	0.00	0.00	0.00		
54 Employees	Totals	#	13	25	8	1	2	0	0	2		
		%	24.07	46.30	14.81	1.85	3.70	0.00	0.00	3.70		

Job Group Analysis Report

Job Group Analysis

1AC Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30000564 - Accounting Compliance Manager	#	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		
30000565 - Accounting Policy 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		
3 Employees Totals	#	0	2	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000410 - Chief Financial Officer	#	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

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000580 - Treasurer, City	#	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		
30000570 - Financial Planning Division 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		
30000574 - Debt 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		
30000856 - Investment Officer	#	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		
30000573 - Debt Analyst, Principal	#	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		
30000569 - Financial Analyst, Principal	#	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		
30001358 - Treasury Analyst, Principal	#	1	0	1	0	0	0	0	0		
1 Employee	%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000572 - Debt Analyst, Sr	#	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		
30000568 - Financial Analyst, Sr	#	2	4	1	0	0	0	0	1		
5 Employees	%	40.00	80.00	20.00	0.00	0.00	0.00	0.00	20.00		
30001083 - Treasury Analyst, Sr	#	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		
30000567 - Financial Analyst	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
22 Employees Totals	#	4	10	3	0	0	0	0	1		
	%	18.18	45.45	13.64	0.00	0.00	0.00	0.00	4.55		

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000562 - Accounting Supervisor, Sr	#	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		
30000560 - Accountant, Systems	#	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		
30000064 - Accountant III	#	5	3	3	1	0	0	0	1		
11 Employees	%	45.45	27.27	27.27	9.09	0.00	0.00	0.00	9.09		
30000559 - Accountant, Assistant Systems	#	1	1	1	0	0	0	0	0		
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant 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		
19 Employees Totals	#	6	7	4	1	0	0	0	1		
	%	31.58	36.84	21.05	5.26	0.00	0.00	0.00	5.26		

Job Group Analysis

2FL Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000578 - Economist, 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		
30000576 - Economist, Sr	#	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		
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		

Job Group Analysis

6AC Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000061 - Accounting Technician	#	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

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000433 - Administrative Specialist, Sr		#	2	2	1	0	1	0	0	0		
2 Employees		%	100.00	100.00	50.00	0.00	50.00	0.00	0.00	0.00		
2 Employees	Totals	#	2	2	1	0	1	0	0	0		
		%	100.00	100.00	50.00	0.00	50.00	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		
30000013 - Office Support Specialist III	#	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		
30000012 - Office Support Specialist II	#	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		
3 Employees Totals	#	1	3	0	0	1	0	0	0		
	%	33.33	100.00	0.00	0.00	33.33	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

1AC Officials/Admin - Accounting

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.76	36.60	2.83	0.76	2.69	0.75	0.09	0.65
Emp Less Avail?								
Statistical Value	0.785E		0.917E	0.977E	0.921E	0.978E	0.997E	0.981E
Stat Significant?								
Shortfall								

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								

1FL Officials/Admin - Financial

Total Emp: 22

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	18.18	45.45	13.64	0.00	0.00	0.00	0.00	4.55
Availability %	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?		YES						
Statistical Value		0.347E		0.993E	0.920E	0.993E		
Stat Significant?								
Shortfall		1						

2AC Professionals - Accounting

Total Emp: 19

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	31.58	36.84	21.05	5.26	0.00	0.00	0.00	5.26
Availability %	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13
Emp Less Avail?		YES						
Statistical Value		0.048E		0.462E	0.882E	0.939E	0.996E	
Stat Significant?		YES						
Shortfall		4						

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

2FL	Professionals - Financial							
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 %	6.74	27.86	3.87	1.00	0.00	1.87	0.00	0.00
Emp Less Avail?								
Statistical Value	0.870E	0.520E	0.924E	0.980E		0.963E		
Stat Significant?								
Shortfall								

6AC	Administrative Support - Accounting							
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 %	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09
Emp Less Avail?								
Statistical Value	0.768E	0.429E	0.954E	0.937E	0.928E	0.940E	0.999E	0.998E
Stat Significant?								
Shortfall								

6GA	Administrative Support - General Administrative							
Total Emp 2	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	50.00	0.00	50.00	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				0.973E		0.966E	0.997E	0.989E
Stat Significant?								
Shortfall								

6OS	Administrative Support - Office Support							
Total Emp 3	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	100.00	0.00	0.00	33.33	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			0.901E	0.921E		0.952E	0.988E	0.970E
Stat Significant?								
Shortfall								

Total Employment: 54

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

1AC Officials/Admin - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.2	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

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		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
22	# Employed	4	10	3	0	0	0	0	1		
	# Available	0.8	11.4	0.7	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

2AC Professionals - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
19	# Employed	6	7	4	1	0	0	0	1		
	# Available	2.3	11.7	0.3	1.8	0.1	0.1	0.0	0.0		
	Persons Required	0	4	0	0	0	0	0	0		

2FL Professionals - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.1	0.6	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6AC Administrative Support - Accounting

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	1.5	0.0	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		
2	# Employed	2	2	1	0	1	0	0	0		
	# Available	0.2	1.8	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	0	0	1	0	0	0		
	# Available	0.4	2.5	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.