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

City of Portland

1310-CBO
City Budget Office

Bureau Affirmative Action Reports

July 2013 Annual Reports

4th Quarter AAP Reporting Period

(07/01/2012 to 06/30/2013)

Job Group Analysis Summary By EEO Category Report

City of Portland

FY 12-13: July 2013 Annual Affirmative Action Plan (4th Qtr)

Sector: 1320 - CBO City Budget Office

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	2	3	2	0	0	0	0	0		
9 Employees	%	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00		
2 - Professionals	#	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		
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		
12 Employees **Totals**	#	2	4	2	0	0	0	0	0		
	%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1FL - Officials/Admin - Financial		#	2	3	2	0	0	0	0	0		
9 Employees	1	%	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00		
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		
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		
12 Employees	Totals	#	2	4	2	0	0	0	0	0		
		%	16.67	33.33	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis Report

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
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		
30000569 - Financial Analyst, Principal	#	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		
30000568 - Financial Analyst, Sr	#	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		
30000567 - Financial Analyst	#	1	0	1	0	0	0	0	0		
2 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	2	3	2	0	0	0	0	0		
	%	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00		

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

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

1FL Officials/Admin - Financial

Total Emp: 9

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	22.22	33.33	22.22	0.00	0.00	0.00	0.00	0.00
Availability %	3.72	73.14	3.26	0.03	0.38	0.03	0.00	0.02
Emp Less Avail?		YES						
Statistical Value		0.029E		0.997E	0.966E	0.997E		0.998E
Stat Significant?		YES						
Shortfall		3						

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	28.86	3.87	1.00	0.00	1.87	0.00	0.00
Emp Less Avail?								
Statistical Value	0.870E	0.506E	0.924E	0.980E		0.963E		
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 %	9.78	89.73	2.18	1.37	3.87	1.68	0.15	0.53
Emp Less Avail?								
Statistical Value	0.902E		0.978E	0.986E	0.961E	0.983E	0.998E	0.995E
Stat Significant?								
Shortfall								

Total Employment: 12

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

1FL	Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
9	# Employed	2	3	2	0	0	0	0	0		
	# Available	0.3	6.6	0.3	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	3	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		

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.