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

City of Portland

1310-OEHR
Office of Equity & Human Rights

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: 1310 - OEHR Offc Eq & Human Rights

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	6	2	1	3	0	0	0	2		
8 Employees	%	75.00	25.00	12.50	37.50	0.00	0.00	0.00	25.00		
6 - Administrative Support	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
9 Employees **Totals**	#	7	3	1	4	0	0	0	2		
	%	77.78	33.33	11.11	44.44	0.00	0.00	0.00	22.22		

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	0	0	1	0	0	0	0		
1 Employee	1	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1GA - Officials/Admin - General Administrative		#	1	1	1	0	0	0	0	0		
2 Employees	1	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
1PM - Officials/Admin - Program Management		#	4	1	0	2	0	0	0	2		
5 Employees	1	%	80.00	20.00	0.00	40.00	0.00	0.00	0.00	40.00		
6GA - Administrative Support - General Administrative		#	1	1	0	1	0	0	0	0		
1 Employee	6	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	7	3	1	4	0	0	0	2		
		%	77.78	33.33	11.11	44.44	0.00	0.00	0.00	22.22		

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		
30001758 - Equity and Human Rights Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	1	0	0	1	0	0	0	0		
	%	100.00	0.00	0.00	100.00	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		
30000453 - Management 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		
30000452 - Management Analyst, Sr	#	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		
2 Employees Totals	#	1	1	1	0	0	0	0	0		
	%	50.00	50.00	50.00	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		
30000464 - Program Coordinator	#	4	1	0	2	0	0	0	2		
4 Employees	%	100.00	25.00	0.00	50.00	0.00	0.00	0.00	50.00		
30000463 - Program Specialist	#	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		
5 Employees Totals	#	4	1	0	2	0	0	0	2		
	%	80.00	20.00	0.00	40.00	0.00	0.00	0.00	40.00		

Job Group Analysis

6GA Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000435 - Executive Assistant, Director's	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee Totals	#	1	1	0	1	0	0	0	0		
	%	100.00	100.00	0.00	100.00	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 %	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
Availability %	13.13	18.66	5.09	2.48	3.08	0.53	1.48	0.47
Emp Less Avail?								
Statistical Value		0.813E	0.949E		0.969E	0.995E	0.985E	0.995E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp 2

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
Availability %	7.70	47.68	2.44	0.79	2.20	1.67	0.06	0.54
Emp Less Avail?								
Statistical Value				0.984E	0.956E	0.967E	0.999E	0.989E
Stat Significant?								
Shortfall								

1PM Officials/Admin - Program Management

Total Emp 5

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	80.00	20.00	0.00	40.00	0.00	0.00	0.00	40.00
Availability %	11.92	55.72	3.99	1.67	3.30	2.08	0.15	0.70
Emp Less Avail?		YES						
Statistical Value		0.124E	0.816E		0.846E	0.900E	0.993E	
Stat Significant?								
Shortfall		1						

6GA Administrative Support - General Administrative

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	0.00	100.00	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			0.978E		0.961E	0.983E	0.998E	0.995E
Stat Significant?								
Shortfall								

Total Employment: 9

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	0	0	1	0	0	0	0		
	# Available	0.1	0.2	0.1	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		
2	# Employed	1	1	1	0	0	0	0	0		
	# Available	0.2	1.0	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		
5	# Employed	4	1	0	2	0	0	0	2		
	# Available	0.6	2.8	0.2	0.1	0.2	0.1	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6GA — Administrative Support - General Administrative

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	1	0	1	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.