

City of Portland



1170-ONI

Office of Neighborhood Involvement

Bureau

Affirmative Action Plan

Reports

FY 13 - 14

2nd Quarter (Semi-Annual)

Reports

07/01/2013 to 12/31/2013



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	#	1	6	0	0	1	0	0	0		
10 Employees	%	10.00	60.00	0.00	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	6	0	0	1	0	0	0		
12 Employees	%	8.33	50.00	0.00	0.00	8.33	0.00	0.00	0.00		
37 Employees	Totals	#	5	23	0	1	2	0	2		
		%	13.51	62.16	0.00	2.70	5.41	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		#	0	4	0	0	0	0	0	0		
7 Employees	1	%	0.00	57.14	0.00	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	3	0	0	1	0	0	0		
6 Employees	6	%	16.67	50.00	0.00	0.00	16.67	0.00	0.00	0.00		
37 Employees	Totals	#	5	23	0	1	2	0	0	2		
		%	13.51	62.16	0.00	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	#	1	1	0	0	1	0	0	0		
Totals	%	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	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		
30000463 - Program Specialist	#	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		
30000462 - Program Specialist, 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		
7 Employees	Totals #	0	4	0	0	0	0	0	0		
	%	0.00	57.14	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			
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	1		
		%	33.33	66.67	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	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	#	0	0	0	0	0	0	0	0		
Totals	%	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	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		
6 Employees	Totals #	1	3	0	0	1	0	0	0		
	%	16.67	50.00	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	100.00	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			0.949E	0.975E		0.995E	0.985E	0.995E
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	0.00	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?								
	Statistical Value	0.963E	0.269E	0.967E	1.000E	0.996E	1.000E		1.000E
	Stat Significant?								
	Shortfall								

1GA		Officials/Admin - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	100.00	0.00	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	0.923E		0.976E	0.992E	0.978E	0.983E	0.999E	0.995E
	Stat Significant?								
	Shortfall								

1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	0.00	57.14	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.92	55.72	3.99	1.67	3.30	2.08	0.15	0.70
	Emp Less Avail?								
	Statistical Value	0.411E		0.752E	0.889E	0.791E	0.863E	0.990E	0.952E
	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33
	Availability %	14.62	48.72	1.77	2.82	4.15	4.48	0.35	1.05
	Emp Less Avail?								
	Statistical Value			0.948E	0.918E	0.881E	0.872E	0.990E	
	Stat Significant?								
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	16.67	75.00	0.00	8.33	0.00	0.00	0.00	8.33
	Availability %	13.09	57.49	3.08	3.38	4.18	1.13	0.36	0.93
	Emp Less Avail?								
	Statistical Value			0.687E		0.599E	0.873E	0.958E	
	Stat Significant?								
	Shortfall								
6CR		Administrative Support - Community Relations							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	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		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	0.00	0.00	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	0.103E	0.978E	0.986E	0.961E	0.983E	0.998E	0.995E
	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

60S		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	50.00	0.00	0.00	16.67	0.00	0.00	0.00
	Availability %	13.56	84.55	3.33	2.78	4.48	1.54	0.40	1.03
	Emp Less Avail?		YES						
	Statistical Value		0.051E	0.816E	0.844E		0.911E	0.976E	0.940E
	Stat Significant?								
	Shortfall		2						

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	0.1	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	0.7	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	0	4	0	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	1.5	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	1.6	6.9	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	3	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	2	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.