City of Portland



1320-CBO City Budget Office

Bureau Affirmative Action Program (AAP) Plan Reports

FY 14-15
4th Quarter (Annual) Reports
(07/01/2014 to 06/30/2015)



Job Group Analysis Summary by EEO Category Report

Sector: 1320 - CBO City Budget Office FY14-15: 4th Qtr (July 2015 Annual) AAP Plan

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1 - Officials & Administrators	#	3	3	2	1	0	0	0	0	8	8
11 Employees	%	27.27	27.27	18.18	9.09	0.00	0.00	0.00	0.00	72.73	72.73
2 - Professionals	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
6 - Administrative Support	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
13 Employees Totals	#	3	4	2	1	0	0	0	0	10	9
	%	23.08	30.77	15.38	7.69	0.00	0.00	0.00	0.00	76.92	69.23

Portland, OR

Job Group Analysis Summary Summary Report

Sector: 1320 - CBO City Budget Office FY14-15: 4th Qtr (July 2015 Annual) AAP Plan Portland, OR

Job Group Analysis Summary

Job Group & Name E	EO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0	1	1
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1FL - Officials/Admin - Financial		#	3	3	2	1	0	0	0	0	7	7
10 Employees	1	%	30.00	30.00	20.00	10.00	0.00	0.00	0.00	0.00	70.00	70.00
2FL - Professionals - Financial		#	0	0	0	0	0	0	0	0	1	1
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
6GA - Administrative Support - General Administrative		#	0	1	0	0	0	0	0	0	1	0
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
13 Employees	Totals	#	3	4	2	1	0	0	0	0	10	9
		%	23.08	30.77	15.38	7.69	0.00	0.00	0.00	0.00	76.92	69.23

Job Group Analysis Report

Sector: 1320 - CBO City Budget Office

FY14-15: 4th Qtr (July 2015 Annual) AAP Plan	Portland, OR

Job	Group	Ana	lysis
-----	-------	-----	-------

1DR	Officials/Admin - D	ired	ctors									Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000570 - Budget Director, City		#	0	0	0	0	0	0	0	0	1	1
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1 Employee	Totals	#	0	0	0	0	0	0	0	0	1	1
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00

Job Group Analysis

1FL	Officials/Admin - F	Financial E											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal	
30002040 - Budget Director, Assistant		#	0	0	0	0	0	0	0	0	1	1	
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00	
30000569 - Financial Analyst, Principal		#	0	1	0	0	0	0	0	0	2	1	
2 Employees		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00	
30000568 - Financial Analyst, Sr		#	3	1	2	1	0	0	0	0	2	4	
5 Employees		%	60.00	20.00	40.00	20.00	0.00	0.00	0.00	0.00	40.00	80.00	
30000566 - Financial Analyst, Assistant	t	#	0	1	0	0	0	0	0	0	2	1	
2 Employees		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	50.00	
10 Employees	Totals	#	3	3	2	1	0	0	0	0	7	7	
		%	30.00	30.00	20.00	10.00	0.00	0.00	0.00	0.00	70.00	70.00	

loh	Group	λ	voic
JUD	Group	Hilai	y 515

2FL	Professionals - Financial EEO Co											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000578 - Economist, City		#	0	0	0	0	0	0	0	0	1	1
1 Employee		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1 Employee	Totals	#	0	0	0	0	0	0	0	0	1	1
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00

Job	Group	p Anal	lysis
-----	-------	--------	-------

6GA Admi	Administrative Support - General Administrative EEO Code											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000435 - Executive Assistant, Director's		#	0	1	0	0	0	0	0	0	1	0
1 Employee		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
1 Employee	Totals	#	0	1	0	0	0	0	0	0	1	0
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Incumbency vs. Estimated Availability Report

(If **Employment** is less than **Availability**, the **Availability** % becomes the **Placement Goal**)

FY14-15: 4th Qtr (July 2015 Annual) AAP Plan

Sector: 1320 - CBO City Budget Office

Incumbency vs. Estimated Availability

,	1DR	Official	s/Admin	- Directo	rs				
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 %	17.91	26.53	5.86	3.34	5.23	0.34	0.61	2.53
	Emp Less Avail?								
	Statistical Value	0.821E	0.735E	0.941E	0.967E	0.948E	0.997E	0.994E	0.975E
	Stat Significant?								
	Shortfall								
	1FL	Official	s/Admin	- Financ	ial				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10	Employment %	30.00	30.00	20.00	10.00	0.00	0.00	0.00	0.00
10	Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
	Emp Less Avail?		YES						
	Statistical Value		0.261E			0.709E	0.998E	0.999E	0.828E
	Stat Significant?								
	Shortfall		1						
:	2FL	Profess	sionals -	Financia	l				
	2FL	Profess	sionals -	Financia Asi	I Blk	His	Ind	Pac	Two
	2FL Employment %					His 0.00	Ind 0.00	Pac 0.00	Two 0.00
Total Emp		Min	Fem	Asi	Blk				
Total Emp	Employment %	Min 0.00	Fem 0.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability %	Min 0.00	Fem 0.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail?	Min 0.00	Fem 0.00 25.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00	Fem 0.00 25.00	Asi 0.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 0.00	Fem 0.00 25.00	Asi 0.00 0.00	0.00 0.00	0.00	0.00	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 0.00	Fem 0.00 25.00 0.750E	Asi 0.00 0.00	0.00 0.00	0.00	0.00	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 0.00	Fem 0.00 25.00 0.750E	Asi 0.00 0.00	0.00 0.00 - General	0.00 0.00 Adminis	0.00 0.00	0.00	0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 0.00 Admini Min	Fem 0.00 25.00 0.750E	Asi 0.00 0.00 Support -	Blk 0.00 0.00	0.00 0.00 Adminis	0.00 0.00 strative	0.00 0.00	0.00 0.00
Fotal Emp 1 Fotal Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 0.00 Admini Min 0.00	Fem 0.00 25.00 0.750E strative \$ Fem 100.00	Asi 0.00 0.00 Support - Asi 0.00	Blk 0.00 0.00 General Blk 0.00	0.00 0.00 Adminis His 0.00	0.00 0.00 estrative Ind 0.00	0.00 0.00 Pac 0.00	0.00 0.00 Two 0.00
Total Emp 1 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6GA Employment % Availability %	Min 0.00 0.00 Admini Min 0.00	Fem 0.00 25.00 0.750E strative \$ Fem 100.00	Asi 0.00 0.00 Support - Asi 0.00	Blk 0.00 0.00 General Blk 0.00	0.00 0.00 Adminis His 0.00	0.00 0.00 estrative Ind 0.00	0.00 0.00 Pac 0.00	0.00 0.00 Two 0.00
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6GA Employment % Availability % Emp Less Avail?	Min 0.00 0.00 Admini Min 0.00 13.70	Fem 0.00 25.00 0.750E strative \$ Fem 100.00	Asi 0.00 0.00 Support - Asi 0.00 3.56	Blk 0.00 0.00 - General Blk 0.00 1.45	0.00 0.00 Adminis His 0.00 5.18	0.00 0.00 etrative Ind 0.00 0.56	0.00 0.00 Pac 0.00 0.40	Two 0.00 2.56

Total Employment: 13

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)

Sector: 1320 - CBO City Budget Office

Shortfall

	IDIX	Official	s/Admin	- Directo	rs					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.2	0.3	0.1	0.0	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
,	1FL	Official	s/Admin	- Financ	ial					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
10	# Employed	3	3	2	1	0	0	0	0	
	# Available	1.4	4.5	0.4	0.4	0.3	0.0	0.0	0.2	
	Persons Required	0	1	0	0	0	0	0	0	
4	2FL	Profess	sionals -	Financia	I					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	

1	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6	6GA	Administrative Support - General Administrative									
Total Emp		Min	Fem	Δsi	RIk	Hie	Ind	Pac	Two		

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	0.1	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.