

City of Portland



1030-OGR
Office of Government Relations

Bureau

Affirmative Action Program (AAP) Plan Reports

FY 16 - 17
Annual Year-End
AAP Reports
07/01/2016 to 12/31/2017

Note: The City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the FY16-17 AAP plan year had six quarters and extended from July 1, 2016 to December 31, 2017.



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 | # | 3 | 4 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| 5 Employees | % | 60.00 | 80.00 | 20.00 | 20.00 | 0.00 | 20.00 | 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 | | |
| 7 Employees | Totals | # | 3 | 4 | 1 | 1 | 0 | 1 | 0 | 0 | |
| | | % | 42.86 | 57.14 | 14.29 | 14.29 | 0.00 | 14.29 | 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 | | |
|---|----------|---|-------|--------|-------|-------|------|-------|------|------|--|--|
| 1DR - Officials/Admin - Directors | | # | 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 | | |
| 1ES - Officials/Admin - Exempt | | # | 3 | 3 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| 4 Employees | 1 | % | 75.00 | 75.00 | 25.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| 2CR - Professionals - Community Relations | | # | 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 | | |
| 7 Employees | Totals | # | 3 | 4 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| | | % | 42.86 | 57.14 | 14.29 | 14.29 | 0.00 | 14.29 | 0.00 | 0.00 | | |

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 | | |
|--|---|------|--------|------|------|------|------|------|------|--|--|
| 30000414 - Government Relations Director | # | 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 | # | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| Totals | % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | |

Job Group Analysis

1ES

Officials/Admin - Exempt

EEO Code: 1

| Job Code & Title | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
|-------------------------------------|---|-------|-------|-------|-------|------|-------|------|------|--|--|
| 30000005 - Commissioner's Staff Rep | # | 3 | 3 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| 4 Employees | % | 75.00 | 75.00 | 25.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 | | |
| 4 Employees | # | 3 | 3 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| Totals | % | 75.00 | 75.00 | 25.00 | 25.00 | 0.00 | 25.00 | 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 | | |
|---|----------|------|------|------|------|------|------|------|------|--|--|
| 30001783 - State Government Relations 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 | | |
| 30000498 - Government Relations Lobbyist | # | 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 | | |

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 % | 0.00 | 100.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 15.44 | 26.21 | 4.55 | 4.18 | 5.15 | 0.43 | 0.06 | 1.08 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | 0.846E | | 0.954E | 0.958E | 0.948E | 0.996E | 0.999E | 0.989E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 1ES | | Officials/Admin - Exempt | | | | | | | |
|-----------|-------------------|--------------------------|-------|-------|-------|--------|-------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 4 | Employment % | 75.00 | 75.00 | 25.00 | 25.00 | 0.00 | 25.00 | 0.00 | 0.00 |
| | Availability % | 29.45 | 57.91 | 6.63 | 11.12 | 9.36 | 0.55 | 0.08 | 1.69 |
| | Emp Less Avail? | | | | | | | | |
| | Statistical Value | | | | | 0.675E | | 0.997E | 0.934E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | | | | | | | |

| 2CR | | Professionals - Community Relations | | | | | | | |
|-----------|-------------------|-------------------------------------|--------|--------|--------|--------|--------|--------|--------|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two |
| 2 | Employment % | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| | Availability % | 33.48 | 64.78 | 3.14 | 16.09 | 11.07 | 1.21 | 0.14 | 1.83 |
| | Emp Less Avail? | | YES | | | | | | |
| | Statistical Value | 0.442E | 0.124E | 0.938E | 0.704E | 0.791E | 0.976E | 0.997E | 0.964E |
| | Stat Significant? | | | | | | | | |
| | Shortfall | | 1 | | | | | | |

Total Employment: 7

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 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.2 | 0.3 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 1ES | | Officials/Admin - Exempt | | | | | | | | | |
|-----------|------------------|--------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 4 | # Employed | 3 | 3 | 1 | 1 | 0 | 1 | 0 | 0 | | |
| | # Available | 1.2 | 2.3 | 0.3 | 0.4 | 0.4 | 0.0 | 0.0 | 0.1 | | |
| | Persons Required | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |

| 2CR | | Professionals - Community Relations | | | | | | | | | |
|-----------|------------------|-------------------------------------|-----|-----|-----|-----|-----|-----|-----|--|--|
| Total Emp | | Min | Fem | Asi | Blk | His | Ind | Pac | Two | | |
| 2 | # Employed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | | |
| | # Available | 0.7 | 1.3 | 0.1 | 0.3 | 0.2 | 0.0 | 0.0 | 0.0 | | |
| | Persons Required | 0 | 1 | 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.