City of Portland



1100 Office of the City Auditor

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.



Job Group Analysis Summary by EEO Category Report

Sector: 1100 - City Auditor FY16-17: 6th Qtr (December 2017 Annual) AAP Plan Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	6	13	1	2	2	0	0	1	
23 Employees	%	26.09	56.52	4.35	8.70	8.70	0.00	0.00	4.35	
2 - Professionals	#	3	10	2	1	0	0	0	0	
15 Employees	%	20.00	66.67	13.33	6.67	0.00	0.00	0.00	0.00	
6 - Administrative Support	#	3	10	1	1	0	0	0	1	
14 Employees	%	21.43	71.43	7.14	7.14	0.00	0.00	0.00	7.14	
52 Employees Totals	#	12	33	4	4	2	0	0	2	
	%	23.08	63.46	7.69	7.69	3.85	0.00	0.00	3.85	

Job Group Analysis Summary Report

Sector: 1100 - City Auditor FY16-17: 6th Qtr (December 2017 Annual) AAP Plan Portland, OR

Job Group Analysis Summary

Job Group & Name E	EO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1ES - Officials/Admin - Exempt		#	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	
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		#	4	10	1	2	0	0	0	1	
16 Employees	1	%	25.00	62.50	6.25	12.50	0.00	0.00	0.00	6.25	
1PM - Officials/Admin - Program Management		#	2	3	0	0	2	0	0	0	
5 Employees	1	%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00	
2CR - Professionals - Community Relations		#	0	2	0	0	0	0	0	0	
3 Employees	2	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	
2GA - Professionals - General Administrative		#	2	7	2	0	0	0	0	0	
9 Employees	2	%	22.22	77.78	22.22	0.00	0.00	0.00	0.00	0.00	
2IT - Professionals - Information Technology		#	0	0	0	0	0	0	0	0	
1 Employee	2	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
2LL - Professionals - Legal		#	1	0	0	1	0	0	0	0	
1 Employee	2	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	
2PM - Professionals - Program Management		#	0	1	0	0	0	0	0	0	
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
6CR - Administrative Support - Community Relations		#	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	
6GA - Administrative Support - General Administrative		#	1	5	0	0	0	0	0	1	
6 Employees	6	%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67	
6OS - Administrative Support - Office Support		#	2	4	1	1	0	0	0	0	
5 Employees	6	%	40.00	80.00	20.00	20.00	0.00	0.00	0.00	0.00	
6PM - Administrative Support - Program Management		#	0	0	0	0	0	0	0	0	
2 Employees	6	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
52 Employees	Totals	#	12	33	4	4	2	0	0	2	
		%	23.08	63.46	7.69	7.69	3.85	0.00	0.00	3.85	

Bureau Reports FY16-17: 6th Quarter FY16-17: 07/01/2016 to 12/31/2017)

Job Group Analysis Report

Sector: 1100 - City Auditor FY16-17: 6th Qtr (December 2017 Annual) AAP Plan Portland, OR

1ES	Officials/Admin - E	xen	npt								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002458 - Auditor's Senior Staff Rep	resentative	#	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		

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1FL	Officials/Admin - F	inaı	ncial								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000568 - Financial Analyst, 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		
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		

1GA Officials/Admin -	Officials/Admin - General Administrative									EEO Code: 1
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000556 - IPR Program Manager	#	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	
30000558 - Auditor, Chief Deputy City	#	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	
30000555 - IPR Program Manager, Assistant	#	1	2	0	1	0	0	0	0	
2 Employees	%	50.00	100.00	0.00	50.00	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	
30000451 - Management Analyst	#	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	
30000546 - Clerk to City Council	#	1	1	0	0	0	0	0	1	
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	
30000553 - Complaint Investigator	#	1	3	1	0	0	0	0	0	
7 Employees	%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00	
30000450 - Management 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	
16 Employees Totals	#	4	10	1	2	0	0	0	1	
	%	25.00	62.50	6.25	12.50	0.00	0.00	0.00	6.25	

1PM Officials/Admin -	gram Ma	anagem	ent						EEO Code: 1	
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000551 - Audit Services, Director of	#	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	
30000545 - Archivist, City	#	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	
30000465 - Program 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	
30000547 - Council Support & Contracts Supervisor	#	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	
30000552 - Foreclosure Program Manager	#	1	0	0	0	1	0	0	0	
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	
5 Employees Total	s #	2	3	0	0	2	0	0	0	
	%	40.00	60.00	0.00	0.00	40.00	0.00	0.00	0.00	

2CR Professionals - Community Relations							EEO Code: 2				
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000554 - Ombudsman, City		#	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	
30000493 - Community Outreach & In	formtn Rep, 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	
30000492 - Community Outreach & In	formtn Rep	#	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	
3 Employees	Totals	#	0	2	0	0	0	0	0	0	
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	

2GA	Professionals - General Administrative							EEO	Code: 2			
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000550 - Management Auditor, Prince	cipal	#	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		
30000549 - Management Auditor, Sr		#	2	6	2	0	0	0	0	0		
8 Employees		%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	2	7	2	0	0	0	0	0		
		%	22.22	77.78	22.22	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis	Job	Group	Ana	lysis
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2IT Profes	Professionals - Information Technology								EEO	Code: 2		
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000448 - Business Systems 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		

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2LL	Professionals - Leg	gal									EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000598 - Hearings Officer		#	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		

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2PM F	Professionals - Pro	gra	am Man	ageme	nt						EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000544 - Archives & Records Mgmt Spo	ec, 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		
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		

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6CR	Administrative Sup	po	rt - Con	nmunity	/ Relati	ons					EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000491 - Community Outreach & Ir	formtn 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		

6GA Adn	ninistrative Sup	opo	rt - Ger	neral Ad	lministi	rative					EEO Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000435 - Executive Assistant, Director's		#	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	
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	
30000433 - Administrative Specialist, Sr		#	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	
30000542 - Archives & Records Mgmt Spec		#	1	2	0	0	0	0	0	1	
2 Employees		%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00	
6 Employees	Totals	#	1	5	0	0	0	0	0	1	
		%	16.67	83.33	0.00	0.00	0.00	0.00	0.00	16.67	

6OS	Administrative Sup	ро	rt - Offi	ce Supp	oort						EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk		#	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		
30000013 - Office Support Specialist II	I	#	1	1	1	0	0	0	0	0		
2 Employees		%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000012 - Office Support Specialist II		#	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		
5 Employees	Totals	#	2	4	1	1	0	0	0	0		
		%	40.00	80.00	20.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis	Job	Group	Ana	lysis
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6PM Admir	nistrative Sup	ро	rt - Pro	gram M	anagen	nent					EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002208 - Archives & Records Mgmt Coord		#	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		
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)

FY16-17: 6th Qtr (December 2017 Annual) AAP Plan

Sector: 1100 - City Auditor

Portland, OR

Incumbency vs. Estimated Availability

•	IES	Official	s/Admin	- Exemp	t				
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 %	29.45	57.91	6.63	11.12	9.36	0.55	0.08	1.69
	Emp Less Avail?								
	Statistical Value	0.706E	0.421E	0.934E	0.889E	0.906E	0.994E	0.999E	0.983E
	Stat Significant?								
	Shortfall								
	1FL	Official	s/Admin	- Financ	al				
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 %	27.14	33.64	12.32	7.15	5.74	0.16	0.06	1.74
	Emp Less Avail?								
	Statistical Value	0.729E	0.664E	0.877E	0.928E	0.943E	0.998E	0.999E	0.983E
	Stat Significant?								
	Shortfall								
1	IGA	Official	s/Admin	- Genera	l Admini	strative			
	GA	Official:	s/Admin Fem	- Genera	l Admini Blk	strative His	Ind	Pac	Two
Total Emp	GA Employment %						Ind 0.00	Pac 0.00	Two 6.25
		Min	Fem	Asi	Blk	His			
Total Emp	Employment %	Min 25.00	Fem 62.50	Asi 6.25	Blk 12.50	His 0.00	0.00	0.00	6.25
Total Emp	Employment % Availability %	Min 25.00	Fem 62.50	Asi 6.25	Blk 12.50	His 0.00	0.00	0.00	6.25
Total Emp	Employment % Availability % Emp Less Avail?	Min 25.00	Fem 62.50	Asi 6.25 7.18	Blk 12.50	His 0.00 5.87	0.00 0.36	0.00	6.25
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 25.00	Fem 62.50	Asi 6.25 7.18	Blk 12.50	His 0.00 5.87	0.00 0.36	0.00	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 25.00 21.71	Fem 62.50	Asi 6.25 7.18	Blk 12.50 6.88	His 0.00 5.87 0.380E	0.00 0.36	0.00	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 21.71	Fem 62.50 40.16	Asi 6.25 7.18	Blk 12.50 6.88	His 0.00 5.87 0.380E	0.00 0.36	0.00	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 21.71	Fem 62.50 40.16	Asi 6.25 7.18 0.679E	Blk 12.50 6.88	His 0.00 5.87 0.380E	0.00 0.36 0.944E	0.00 0.06 0.990E	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 21.71 Official	Fem 62.50 40.16 s/Admin Fem	Asi 6.25 7.18 0.679E	Blk 12.50 6.88 m Manag	His 0.00 5.87 0.380E	0.00 0.36 0.944E	0.00 0.06 0.990E	6.25 1.37
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall PM Employment %	Min 25.00 21.71 Officials Min 40.00	Fem 62.50 40.16 s/Admin Fem 60.00	Asi 6.25 7.18 0.679E - Progra Asi 0.00	Blk 12.50 6.88 m Manag Blk 0.00	His 0.00 5.87 0.380E ement His 40.00	0.00 0.36 0.944E Ind 0.00	0.00 0.06 0.990E	6.25 1.37 Two 0.00
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall PM Employment % Availability % Emp Less Avail? Statistical Value	Min 25.00 21.71 Officials Min 40.00	Fem 62.50 40.16 s/Admin Fem 60.00	Asi 6.25 7.18 0.679E - Progra Asi 0.00	Blk 12.50 6.88 m Manag Blk 0.00	His 0.00 5.87 0.380E ement His 40.00	0.00 0.36 0.944E Ind 0.00	0.00 0.06 0.990E	6.25 1.37 Two 0.00
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall PM Employment % Availability % Emp Less Avail?	Min 25.00 21.71 Officials Min 40.00	Fem 62.50 40.16 s/Admin Fem 60.00	Asi 6.25 7.18 0.679E - Prograt Asi 0.00 5.54	Blk 12.50 6.88 m Manag Blk 0.00 9.15	His 0.00 5.87 0.380E ement His 40.00	0.00 0.36 0.944E Ind 0.00 0.48	0.00 0.06 0.990E Pac 0.00 0.07	Two 0.00 1.51

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.

Bureau Reports

FY16-17: 6th Quarter FY16-17: 07/01/2016 to 12/31/2017)

Incumbency vs. Estimated Availability

2	2CR	Profess	ionals -	Commur	ity Relat	ions			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
3	Employment %	0.00	66.67	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	0.294E		0.909E	0.591E	0.703E	0.964E	0.996E	0.946E
	Stat Significant?								
	Shortfall	1							
2	2GA	Profess	ionals -	General .	Administ	rative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
9	Employment %	22.22	77.78	22.22	0.00	0.00	0.00	0.00	0.00
	Availability %	27.91	57.81	9.21	9.68	7.15	0.41	0.12	1.33
	Emp Less Avail?								
	Statistical Value	0.520E			0.400E	0.513E	0.964E	0.989E	0.886E
	Stat Significant?								
	Shortfall								
	2IT	Profess	ionals -	Informat	ion Tech	nology			
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 %	29.64	32.98	12.82	8.46	6.53	0.24	0.17	1.41
	Emp Less Avail?								
	Statistical Value	0.704E	0.670E	0.872E	0.915E	0.935E	0.998E	0.998E	0.986E
	Stat Significant?								
	Shortfall								
4	2LL	Profess	sionals -	Legal					
4									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %		Fem 0.00	Asi 0.00	Blk 100.00	His 0.00	Ind 0.00	Pac 0.00	Two 0.00
Total Emp		Min							
Total Emp	Employment %	Min 100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail?	Min 100.00	0.00 33.43	0.00 3.56	100.00	0.00 4.57	0.00 0.25	0.00	0.00

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

2	2PM	Profess	sionals -	Program	Manage	ment			
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 %	15.01	59.91	3.24	5.63	4.05	0.55	0.00	1.54
	Emp Less Avail?								
	Statistical Value	0.850E		0.968E	0.944E	0.960E	0.994E		0.985E
	Stat Significant?								
	Shortfall								
6	6CR	Admini	strative \$	Support -	Commu	nity Rela	ations		
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 %	30.63	72.25	3.89	13.02	11.26	0.64	0.21	1.58
	Emp Less Avail?								
	Statistical Value	0.694E		0.961E	0.870E	0.887E	0.994E	0.998E	0.984E
	Stat Significant?								
	Shortfall								
6	6GA	Admini	strative S	Support -	General	Adminis	strative		
	6GA	Admini Min	strative S	Support -	General	Adminis	strative	Pac	Two
	6GA Employment %							Pac 0.00	Two 16.67
Γotal Emp		Min	Fem	Asi	Blk	His	Ind		
Total Emp	Employment %	Min 16.67	Fem 83.33	Asi 0.00	Blk 0.00	His 0.00	Ind 0.00	0.00	16.67
Total Emp	Employment % Availability %	Min 16.67	Fem 83.33	Asi 0.00	Blk 0.00	His 0.00	Ind 0.00	0.00	16.67
Total Emp	Employment % Availability % Emp Less Avail?	Min 16.67 24.52	Fem 83.33 90.47	Asi 0.00 2.78	Blk 0.00 9.47	His 0.00 10.25	0.00 0.55	0.00 0.14	16.67
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 16.67 24.52	Fem 83.33 90.47	Asi 0.00 2.78	Blk 0.00 9.47	His 0.00 10.25	0.00 0.55	0.00 0.14	16.67
Total Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 16.67 24.52 0.545E	Fem 83.33 90.47 0.452E	Asi 0.00 2.78	BIk 0.00 9.47 0.550E	His 0.00 10.25 0.523E	0.00 0.55	0.00 0.14	16.67
Total Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 16.67 24.52 0.545E	Fem 83.33 90.47 0.452E	Asi 0.00 2.78	BIk 0.00 9.47 0.550E	His 0.00 10.25 0.523E	0.00 0.55	0.00 0.14	16.67
Fotal Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 16.67 24.52 0.545E	Fem 83.33 90.47 0.452E	Asi 0.00 2.78 0.844E	9.47 0.550E	His 0.00 10.25 0.523E	Ind 0.00 0.55 0.967E	0.00 0.14 0.992E	16.67
otal Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 16.67 24.52 0.545E Admini	Fem 83.33 90.47 0.452E	Asi 0.00 2.78 0.844E	Blk 0.00 9.47 0.550E	His 0.00 10.25 0.523E	Ind 0.00 0.55 0.967E	0.00 0.14 0.992E	16.67 1.34
Fotal Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 16.67 24.52 0.545E Admini Min 40.00	Fem 83.33 90.47 0.452E strative \$ Fem 80.00	Asi 0.00 2.78 0.844E Support - Asi 20.00	0.550E Office S Blk 20.00	His 0.00 10.25 0.523E Support His 0.00	0.00 0.55 0.967E	0.00 0.14 0.992E	16.67 1.34 Two 0.00
Total Emp 6 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability %	Min 16.67 24.52 0.545E Admini Min 40.00	Fem 83.33 90.47 0.452E strative \$ Fem 80.00	Asi 0.00 2.78 0.844E Support - Asi 20.00	0.550E Office S Blk 20.00	His 0.00 10.25 0.523E Support His 0.00	0.00 0.55 0.967E	0.00 0.14 0.992E	16.67 1.34 Two 0.00
Fotal Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability % Emp Less Avail?	Min 16.67 24.52 0.545E Admini Min 40.00	Fem 83.33 90.47 0.452E strative \$ Fem 80.00	Asi 0.00 2.78 0.844E Support - Asi 20.00	0.550E Office S Blk 20.00	His 0.00 10.25 0.523E Support His 0.00 13.75	Ind 0.00 0.55 0.967E Ind 0.00 0.70	0.00 0.14 0.992E Pac 0.00 0.23	Two 0.00 1.61

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

6	SPM	Admini	strative S	Support -	Progran	n Manag	ement		
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 %	31.78	74.81	4.03	13.78	11.39	0.69	0.24	1.66
	Emp Less Avail?		YES						
	Statistical Value	0.465E	0.063E	0.921E	0.743E	0.785E	0.986E	0.995E	0.967E
	Stat Significant?								
	Shortfall		1						

Total Employment: 52

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")

Portland, OR

Shortfall

Onortial	•									
1	IES	Official	s/Admin	- Exemp	t					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
,	1FL	Official	s/Admin	- Financi	al					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.3	0.3	0.1	0.1	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
1	GA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
16	# Employed		10	1	2	0	0	0	1	
10	# Available	3.5	6.4	1.1	1.1	0.9	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
1	PM	Official	s/Admin	- Prograi	m Manad	iement				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Total Emp	# Employed	2	3	0	0	2	0	0	0	
Э	# Available		2.3	0.3	0.5	0.4	0.0	0.0	0.1	
	Persons Required	0	0	0.0	0.0	0	0.0	0.0	0	
			-					_		
	2CR		sionals - (
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	0	2	0	0	0	0	0	0	
	# Available		1.9	0.1	0.5	0.3	0.0	0.0	0.1	
	Persons Required	1	0	0	0	0	0	0	0	
2	?GA	Profess	sionals - (
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
9	# Employed	2	7	2	0	0	0	0	0	
	# Available		5.2	8.0	0.9	0.6	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
	2IT	Profess	sionals - I	nformati	on Tech	nology				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed		0	0	0	0	0	0	0	
	# Available	0.3	0.3	0.1	0.1	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	

Bureau Reports

FY16-17: 6th Quarter FY16-17: 07/01/2016 to 12/31/2017)

Shortfall

	01.1										
	2LL	Profess	ionals -	Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	1	0	0	1	0	0	0	0		
	# Available	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
·	# Available	0.2	0.6	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
6	6CR	Admini	strative S	Support -	Commu	nity Rela	tions				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
'	# Available	0.3	0.7	0.0	0.1	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
								•	_		
6	6GA	Admini	-						-		
	6GA		strative S	Support -	General	Adminis	trative				
Total Emp		Min	strative S	Support -	General Blk	Adminis	trative	Pac	Two		
	# Employed	Min 1	strative S	Support - Asi 0	General Blk 0	Adminis His	trative Ind 0	Pac 0	Two		
Total Emp	# Employed # Available	Min 1 1.5	strative S Fem 5 5.4	Support - Asi 0 0.2	General Blk 0 0.6	Adminis His 0 0.6	Ind 0 0.0	Pac 0 0.0	Two 1 0.1		
Total Emp	# Employed # Available Persons Required	Min 1	strative S	Support - Asi 0	General Blk 0	Adminis His	trative Ind 0	Pac 0	Two		
Total Emp	# Employed # Available	Min 1 1.5	strative S Fem 5 5.4	Asi 0 0.2	Blk 0 0.6	Adminis His 0 0.6 0	Ind 0 0.0	Pac 0 0.0	Two 1 0.1		
Total Emp	# Employed # Available Persons Required	Min 1 1.5	Fem 5 5.4 0	Asi 0 0.2	Blk 0 0.6	Adminis His 0 0.6 0	Ind 0 0.0	Pac 0 0.0	Two 1 0.1		
Total Emp 6	# Employed # Available Persons Required	Min 1 1.5 0 Admini	strative S Fem 5 5.4 0 strative S	Support - Asi 0 0.2 0 Support -	General Blk 0 0.6 0	Adminis His 0 0.6 0	Ind 0 0.0	Pac 0 0.0 0	Two 1 0.1 0		
Total Emp 6 Total Emp	# Employed # Available Persons Required 6OS # Employed # Available	Min 1 1.5 0 Admini	strative S Fem 5 5.4 0 strative S	Support - Asi 0 0.2 0 Support -	Blk 0 0.6 0	Adminis His 0 0.6 0 Support His	Ind 0 0.0 0	Pac 0 0.0 0	Two 1 0.1 0		
Total Emp 6 Total Emp	# Employed # Available Persons Required 6OS # Employed	Min 1 1.5 0 Admini Min 2	strative S Fem 5 5.4 0 strative S Fem 4	Support - Asi 0 0.2 0 Support - Asi 1	General Blk 0 0.6 0 Office S	Adminis His 0 0.6 0 Support His 0	Ind 0 0.0 0	Pac 0 0.0 0 Pac 0	Two 1 0.1 0		
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available	Min 1 1.5 0 Admini Min 2 1.8 0	strative S Fem 5 5.4 0 strative S Fem 4 4.0 0	Support - Asi 0 0.2 0 Support - Asi 1 0.2 0	Office S BIK 0 0.6 0 Office S BIK 1 0.7 0	Adminis His 0 0.6 0 Support His 0 0.7	Ind 0 0.0 0	Pac 0 0.0 Pac 0 0.0	Two 1 0.1 0 Two 0 0.1		
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 1 1.5 0 Admini Min 2 1.8 0	strative S Fem 5 5.4 0 strative S Fem 4 4.0 0	Support - Asi 0 0.2 0 Support - Asi 1 0.2 0	Office S BIK 0 0.6 0 Office S BIK 1 0.7 0	Adminis His 0 0.6 0 Support His 0 0.7 0	Ind 0 0.0 0	Pac 0 0.0 Pac 0 0.0	Two 1 0.1 0 Two 0 0.1		
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 1 1.5 0 Admini Min 2 1.8 0 Admini	strative S Fem 5 5.4 0 strative S Fem 4 4.0 0	Support - Asi 0 0.2 0 Support - Asi 1 0.2 0 Support -	General Blk 0 0.6 0 Office S Blk 1 0.7 0	Adminis His 0 0.6 0 Support His 0 0.7 0 n Manage	Ind 0 0.0 0 Ind 0 0.0 0 ement	Pac 0 0.0 0 0.0 0 0 0 0 0 0 0 0 0 0 0 0 0	Two 1 0.1 0 Two 0 0.1 0		
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required 6PM	Min 1 1.5 0 Admini Min 2 1.8 0 Admini Min	strative S Fem 5 5.4 0 strative S Fem 4 4.0 0 strative S	Support - Asi 0 0.2 0 Support - Asi 1 0.2 0 Support -	General Blk 0 0.6 0 Office S Blk 1 0.7 0 Program	Adminis His 0 0.6 0 Support His 0 0.7 0 Manage His	Ind 0 0.0 0 Ind 0 0.0 0 Ind 1 Ind 1 Ind 1 Ind 1 Ind 1 Ind 1 Ind	Pac 0 0.0 0 Pac 0 Pac 0 Pac	Two 1 0.1 0 Two 0 0.1 0		

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.