

City of Portland



1310-OEHR
Office of Equity & Human Rights

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	#	4	5	0	2	1	0	0	1		
8 Employees	%	50.00	62.50	0.00	25.00	12.50	0.00	0.00	12.50		
6 - Administrative Support	#	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		
9 Employees	Totals	#	5	6	0	2	1	0	2		
		%	55.56	66.67	0.00	22.22	11.11	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	2	0	0	0	0	0	1		
3 Employees	1	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		
1PM - Officials/Admin - Program Management		#	2	3	0	1	1	0	0	0		
4 Employees	1	%	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	1	0	0	0	0	0	1		
1 Employee	6	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
9 Employees		Totals	#	5	6	0	2	1	0	2		
			%	55.56	66.67	0.00	22.22	11.11	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	#	1	0	0	1	0	0	0	0		
Totals	%	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		
30000452 - Management Analyst, Sr	#	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		
30000451 - Management Analyst	#	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		
3 Employees	Totals #	1	2	0	0	0	0	0	1		
	%	33.33	66.67	0.00	0.00	0.00	0.00	0.00	33.33		

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		
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000464 - Program Coordinator	#	2	2	0	1	1	0	0	0		
3 Employees	%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
4 Employees	Totals #	2	3	0	1	1	0	0	0		
	%	50.00	75.00	0.00	25.00	25.00	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		
30000434 - Administrative Assistant	#	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		
1 Employee	Totals	#	1	1	0	0	0	0	1		
		%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00	

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	0.00	0.00	100.00	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		0.738E	0.954E		0.948E	0.996E	0.999E	0.989E
	Stat Significant?								
Shortfall									

1GA		Officials/Admin - General Administrative							
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 %	21.71	40.16	7.18	6.88	5.87	0.36	0.06	1.37
	Emp Less Avail?								
	Statistical Value			0.800E	0.807E	0.834E	0.989E	0.998E	
	Stat Significant?								
Shortfall									

1PM		Officials/Admin - Program Management							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	75.00	0.00	25.00	25.00	0.00	0.00	0.00
	Availability %	25.58	46.52	5.54	9.15	8.83	0.48	0.07	1.51
	Emp Less Avail?								
	Statistical Value			0.796E			0.981E	0.997E	0.941E
	Stat Significant?								
Shortfall									

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00
	Availability %	24.52	90.47	2.78	9.47	10.25	0.55	0.14	1.34
	Emp Less Avail?								
	Statistical Value			0.972E	0.905E	0.898E	0.994E	0.999E	
	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	0.2	0.3	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1GA		Officials/Admin - General Administrative									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	2	0	0	0	0	0	1		
	# Available	0.7	1.2	0.2	0.2	0.2	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		
4	# Employed	2	3	0	1	1	0	0	0		
	# Available	1.0	1.9	0.2	0.4	0.4	0.0	0.0	0.1		
	Persons Required	0	0	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	0	0	0	0	1		
	# Available	0.2	0.9	0.0	0.1	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.