

# City of Portland



**1030-OGR**  
**Office of Government Relations**

## **Bureau**

# **Affirmative Action Program (AAP) Plan Reports**

**2018 Quarter 2 (Semi-Annual)**  
**AAP Update Plan Reports**  
**1/1/2018 to 6/30/2018**



**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		
6 - Administrative Support	#	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		
<b>9 Employees</b>	<b>Totals</b>	<b>#</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	
		<b>%</b>	<b>33.33</b>	<b>66.67</b>	<b>11.11</b>	<b>11.11</b>	<b>0.00</b>	<b>11.11</b>	<b>0.00</b>	<b>0.00</b>	

**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		
6ES - Administrative Support - Exempt		#	0	2	0	0	0	0	0	0		
2 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
9 Employees	Totals	#	3	6	1	1	0	1	0	0		
		%	33.33	66.67	11.11	11.11	0.00	11.11	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		

# Job Group Analysis

6ES

Administrative Support - Exempt

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000004 - Commissioner's Admin Support Specialist	#	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		
2 Employees	Totals	#	2	0	0	0	0	0	0		
		%	0.00	100.00	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 %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	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 %	22.51	60.94	6.40	6.91	4.24	0.62	0.03	4.31
	Emp Less Avail?								
	Statistical Value					1.000E		1.000E	1.000E
	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 %	15.45	54.05	6.01	1.79	6.54	0.48	0.00	0.61
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.211E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	Shortfall		1						

6ES		Administrative Support - Exempt							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value								
	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	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	0.9	2.4	0.3	0.3	0.2	0.0	0.0	0.2		
	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	0.3	1.1	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

6ES		Administrative Support - Exempt									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	2	0	0	0	0	0	0		
	# Available	0.0	0.0	0.0	0.0	0.0	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.