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

Sector: 1030 - OGR Offc of Govt.Rlat 2018 July (Semi-Annual) AAP Update Plan

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	
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	

Portland, OR

Job Group Analysis Summary Report

Sector: 1030 - OGR Offc of Govt.Rlat 2018 July (Semi-Annual) AAP Update Plan Portland, OR

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

City of Portland

Sector: 1030 - OGR Offc of Govt.Rlat 2018 July (Semi-Annual) AAP Update Plan Portland, OR

Job G	roup	Ana	lysis
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1DR	Officials/Admin - Directors										EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000414 - Government Relations Dire	ector	#	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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1ES	Officials/Admin - E	Officials/Admin - Exempt										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	Totals	#	3	3	1	1	0	1	0	0		
		%	75.00	75.00	25.00	25.00	0.00	25.00	0.00	0.00		

Job Group Analysis

2CR Professionals - 0	Professionals - Community Relations										
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 A	Administrative Support - Exempt											Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000004 - Commissioner's Admin Suppor	t 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	#	0	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)

Sector: 1030 - OGR Offc of Portland; Roth

Incumbency vs. Estimated Availability

,	1DR	Official	s/Admin	- Directo	rs				
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	Official	s/Admin	- Exemp	t				
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								
4	2CR	Profess	sionals -	Commur	nity Relat	ions			
							Ind	Pac	Two
Total Emp		Min	Fem	Asi	Blk 0.00	ions His	Ind 0.00	Pac 0.00	Two
	2CR	Min 0.00	Fem 0.00	Asi 0.00	Blk 0.00	His	Ind 0.00 0.48	Pac 0.00 0.00	0.00
Total Emp	2CR Employment %	Min	Fem	Asi	Blk	His 0.00	0.00	0.00	
Total Emp	2CR Employment % Availability %	Min 0.00	9.00 54.05	Asi 0.00	Blk 0.00	His 0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail?	Min 0.00 15.45	Fem 0.00 54.05 YES	Asi 0.00 6.01	Blk 0.00 1.79	His 0.00 6.54	0.00 0.48	0.00	0.00 0.61
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00 15.45	Fem 0.00 54.05 YES	Asi 0.00 6.01	Blk 0.00 1.79	His 0.00 6.54	0.00 0.48	0.00	0.00 0.61
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 15.45 1.000E	0.00 54.05 YES 0.211E	Asi 0.00 6.01 1.000E	BIk 0.00 1.79 1.000E	His 0.00 6.54	0.00 0.48	0.00	0.00 0.61
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 15.45 1.000E	Fem 0.00 54.05 YES 0.211E 1 strative \$	Asi 0.00 6.01 1.000E	BIk 0.00 1.79 1.000E	His 0.00 6.54	0.00 0.48 1.000E	0.00	0.00 0.61
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 15.45 1.000E	Fem 0.00 54.05 YES 0.211E	Asi 0.00 6.01 1.000E	Blk 0.00 1.79 1.000E	His 0.00 6.54 1.000E	0.00 0.48	0.00	0.00 0.61 1.000E
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 15.45 1.000E Admini	Fem 0.00 54.05 YES 0.211E 1 strative S	Asi 0.00 6.01 1.000E Support -	BIk 0.00 1.79 1.000E	His 0.00 6.54 1.000E	0.00 0.48 1.000E	0.00 0.00	0.00 0.61 1.000E
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 15.45 1.000E Admini Min 0.00	Fem 0.00 54.05 YES 0.211E 1 strative \$ Fem 100.00	Asi 0.00 6.01 1.000E Support - Asi 0.00	BIk 0.00 1.79 1.000E Exempt BIk 0.00	His 0.00 6.54 1.000E	0.00 0.48 1.000E	0.00 0.00 Pac 0.00	0.00 0.61 1.000E
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6ES Employment % Availability %	Min 0.00 15.45 1.000E Admini Min 0.00	Fem 0.00 54.05 YES 0.211E 1 strative \$ Fem 100.00	Asi 0.00 6.01 1.000E Support - Asi 0.00	BIk 0.00 1.79 1.000E Exempt BIk 0.00	His 0.00 6.54 1.000E	0.00 0.48 1.000E	0.00 0.00 Pac 0.00	0.00 0.61 1.000E
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6ES Employment % Availability % Emp Less Avail?	Min 0.00 15.45 1.000E Admini Min 0.00	Fem 0.00 54.05 YES 0.211E 1 strative \$ Fem 100.00	Asi 0.00 6.01 1.000E Support - Asi 0.00	BIk 0.00 1.79 1.000E Exempt BIk 0.00	His 0.00 6.54 1.000E	0.00 0.48 1.000E	0.00 0.00 Pac 0.00	0.00 0.61 1.000E

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")

Sector: 1030 - OGR Offc of Portland; OR

Shortfall

		Official	s/Admin	- Directo	rs					
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	Official	s/Admin	- Exemp	t					
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	
2	2CR	Profess	sionals -	Commur	nity Relat	ions				
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	

Blk

0

0.0

0

His

0

0.0

0

Ind

0

0.0

0

Pac

0

0.0

0

Two

0

0.0

0

Total Emp

2

6ES

Persons Required

Employed

Available

Persons Required

Min

0

0.0

0

Administrative Support - Exempt

Asi

0

0.0

0

Fem

2

0.0

0

W - Whole Person Rule

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