

City of Portland



**1200-BOEC
Bureau of Emergency Communications**

Bureau Affirmative Action Program (AAP) Plan Reports

**2019 AAP Annual Plan Reports
1/1/2018 to 12/31/2018**



**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	#	2	5	0	1	1	0	0	0		
7 Employees	%	28.57	71.43	0.00	14.29	14.29	0.00	0.00	0.00		
2 - Professionals	#	2	0	0	0	0	0	0	2		
6 Employees	%	33.33	0.00	0.00	0.00	0.00	0.00	0.00	33.33		
5 - Protective Service Workers: Non-Sworn	#	15	76	2	1	8	0	0	4		
118 Employees	%	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39		
6 - Administrative Support	#	3	10	1	0	1	1	0	0		
22 Employees	%	13.64	45.45	4.55	0.00	4.55	4.55	0.00	0.00		
153 Employees	Totals #	22	91	3	2	10	1	0	6		
	%	14.38	59.48	1.96	1.31	6.54	0.65	0.00	3.92		

**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	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		
1EC - Officials/Admin - Emergency Communication		#	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		
1FL - Officials/Admin - Financial		#	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		
1GA - Officials/Admin - General Administrative		#	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		
2IT - Professionals - Information Technology		#	2	0	0	0	0	0	0	2		
4 Employees	2	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		
2PM - Professionals - Program Management		#	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		
5EC - Protective Service - Non-Sworn - Emergency Communi		#	15	76	2	1	8	0	0	4		
118 Employees	5	%	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39		
6EC - Administrative Support - Emergency Communication		#	2	5	0	0	1	1	0	0		
17 Employees	6	%	11.76	29.41	0.00	0.00	5.88	5.88	0.00	0.00		
6GA - Administrative Support - General Administrative		#	1	1	1	0	0	0	0	0		
1 Employee	6	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
6OS - Administrative Support - Office Support		#	0	4	0	0	0	0	0	0		
4 Employees	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
153 Employees	Totals	#	22	91	3	2	10	1	0	6		
		%	14.38	59.48	1.96	1.31	6.54	0.65	0.00	3.92		

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		
30003037 - Director I	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EC

Officials/Admin - Emergency Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003041 - Emergency Communications Ops Mgr	#	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	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst II	#	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	#	1	0	0	0	0	0	0		
		%	100.00	0.00	0.00	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		
30003081 - Manager I	#	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		
30003008 - Analyst III	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30003007 - Analyst II	#	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		
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

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003012 - Business Systems Analyst III	#	2	0	0	0	0	0	0	2		
3 Employees	%	66.67	0.00	0.00	0.00	0.00	0.00	0.00	66.67		
30003044 - Emergency Communications Systems Admin	#	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		
4 Employees	Totals #	2	0	0	0	0	0	0	2		
	%	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III	#	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	

Job Group Analysis

5EC

Protective Service - Non-Sworn - Emergency Communi

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000034 - Emerg Commun Dispatcher, Sr	#	12	52	1	1	8	0	0	2		
79 Employees	%	15.19	65.82	1.27	1.27	10.13	0.00	0.00	2.53		
30000035 - Emerg Commun Police Dispatcher	#	0	7	0	0	0	0	0	0		
10 Employees	%	0.00	70.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001028 - Emerg Commun Lateral Police Disp, Trnee	#	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		
30000031 - Emerg Commun Call Taker	#	1	5	1	0	0	0	0	0		
10 Employees	%	10.00	50.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000032 - Emerg Commun Dispatcher, Trainee	#	2	12	0	0	0	0	0	2		
18 Employees	%	11.11	66.67	0.00	0.00	0.00	0.00	0.00	11.11		
118 Employees	Totals #	15	76	2	1	8	0	0	4		
	%	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39		

Job Group Analysis

6EC

Administrative Support - Emergency Communication

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003043 - Emergency Communications Ops Sup II	#	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			
30003042 - Emergency Communications Ops Sup I	#	2	5	0	0	1	1	0	0			
15 Employees	%	13.33	33.33	0.00	0.00	6.67	6.67	0.00	0.00			
17 Employees	Totals		#	2	5	0	0	1	1	0	0	
		%	11.76	29.41	0.00	0.00	5.88	5.88	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		
30003003 - Administrative Specialist II	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	1	1	0	0	0	0	0		
Totals	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

60S

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000013 - Office Support Specialist III	#	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		
30000835 - Emerg Commun 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		
4 Employees	Totals #	0	4	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	18.43	29.76	4.17	6.06	6.34	0.49	0.09	1.30
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1EC		Officials/Admin - Emergency Communication							
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 %	11.80	35.60	4.37	1.47	3.33	0.32	0.21	2.11
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

1FL		Officials/Admin - Financial							
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 %	13.82	45.76	4.33	4.29	3.44	0.00	0.00	1.76
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E			1.000E
	Stat Significant?								
	Shortfall								

1GA		Officials/Admin - General Administrative							
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 %	10.27	41.32	4.48	1.17	2.72	0.37	0.09	1.50
	Emp Less Avail?								
	Statistical Value			1.000E			1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

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

2IT		Professionals - Information Technology							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	50.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
	Availability %	13.19	41.95	7.77	1.18	2.41	0.16	0.00	1.66
	Emp Less Avail?		YES						
	Statistical Value		0.145E	1.000E	1.000E	1.000E	1.000E		
	Stat Significant?								
	Shortfall		1						
2PM		Professionals - Program Management							
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 %	12.73	61.46	4.44	1.11	5.17	0.73	0.16	1.10
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.149E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall		1						
5EC		Protective Service - Non-Sworn - Emergency Communi							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
118	Employment %	12.71	64.41	1.69	0.85	6.78	0.00	0.00	3.39
	Availability %	7.39	62.68	2.34	0.94	0.00	0.00	0.00	4.12
	Emp Less Avail?								
	Statistical Value			0.464	0.104				0.399
	Stat Significant?								
	Shortfall								
6EC		Administrative Support - Emergency Communication							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
17	Employment %	11.76	29.41	0.00	0.00	5.88	5.88	0.00	0.00
	Availability %	15.16	63.24	2.86	1.29	6.93	0.81	0.12	3.14
	Emp Less Avail?		YES						
	Statistical Value	1.000E	0.005E	1.000E	1.000E	1.000E		1.000E	1.000E
	Stat Significant?		YES						
	Shortfall		5						

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

6GA		Administrative Support - General Administrative							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.82	64.27	4.21	1.30	5.64	0.66	0.28	2.71
	Emp Less Avail?								
	Statistical Value				1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

6OS		Administrative Support - Office Support							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.06	77.73	6.58	2.14	4.71	0.87	0.39	2.40
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	Shortfall								

Total Employment: 153

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

1EC		Officials/Admin - Emergency Communication									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.4	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL		Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.5	0.0	0.0	0.0	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		
4	# Employed	2	3	0	1	1	0	0	0		
	# Available	0.4	1.7	0.2	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

2IT		Professionals - Information Technology									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	2	0	0	0	0	0	0	2		
	# Available	0.5	1.7	0.3	0.0	0.1	0.0	0.0	0.1		
	Persons Required	0	1	0	0	0	0	0	0		

2PM		Professionals - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2	# Employed	0	0	0	0	0	0	0	0		
	# Available	0.3	1.2	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	1	0	0	0	0	0	0		

5EC		Protective Service - Non-Sworn - Emergency Communi									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
118	# Employed	15	76	2	1	8	0	0	4		
	# Available	8.7	74.0	2.8	1.1	0.0	0.0	0.0	4.9		
	Persons Required	0	0	0	0	0	0	0	0		

Shortfall

6EC		Administrative Support - Emergency Communication									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
17	# Employed	2	5	0	0	1	1	0	0		
	# Available	2.6	10.8	0.5	0.2	1.2	0.1	0.0	0.5		
	Persons Required	0	5	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	1	0	0	0	0	0		
	# Available	0.1	0.6	0.0	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6OS		Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4	# Employed	0	4	0	0	0	0	0	0		
	# Available	0.7	3.1	0.3	0.1	0.2	0.0	0.0	0.1		
	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.