City of Portland



1100 Office of the City Auditor

Bureau Affirmative Action Program (AAP) Plan Reports

2018 AAP Annual Plan Reports 07/01/2016 to 12/31/2017

Note: As of January 2018, the City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the 2018 AAP Annual Plan includes six quarters of applicant and personnel action data, extending from July 1, 2016 to December 31, 2017.



Job Group Analysis Summary by EEO Category Report

Sector: 1100 - City Auditor 2018 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 2018 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	

Job Group Analysis Report

Sector: 1100 - City Auditor 2018 Annual AAP Plan Portland, OR

1ES	Officials/Admin - E	Officials/Admin - Exempt								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	ina	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 Total	ls #	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 - I	Officials/Admin - Program Management									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 Totals	#	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 - 0	Professionals - General Administrative									EEO	Code: 2
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000550 - Management Auditor, Principal	#	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 Tota	ls #	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 Analys

2IT	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		

2PM	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 Sp	oec, 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		

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

6PM Ad	ministrative Sup	ро	rt - Prog	gram M	anagen	nent					EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30002208 - Archives & Records Mgmt Coord	k	#	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)

Sector: 1100 - City Auditor 2018 Annual AAP Plan Portland, OR

Incumbency vs. Estimated Availability

	1ES	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 %	22.51	60.94	6.40	6.91	4.24	0.62	0.03	4.31
	Emp Less Avail?								
	Statistical Value	0.775E	0.391E	0.936E	0.931E	0.958E	0.994E	1.000E	0.957E
	Stat Significant?								
	Shortfall								
	1FL	Official	s/Admin	- Financ	ial				
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 %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
	Emp Less Avail?								
	Statistical Value	0.861E	0.548E	0.956E	0.958E	0.966E	1.000E	1.000E	0.981E
	Stat Significant?								
	Shortfall								
	IGA	Official	s/Admin	- Genera	ıl Admini	strative			
	IGA	Official Min	s/Admin Fem	- Genera	l Admini Blk	strative His	Ind	Pac	Two
Total Emp	IGA 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	Blk 12.50	His 0.00 2.49	0.00 0.54	0.00	6.25
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 25.00	Fem 62.50	Asi 6.25	Blk 12.50	His 0.00 2.49	0.00 0.54	0.00	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 25.00 10.77	Fem 62.50 41.59	Asi 6.25 4.55	Blk 12.50	His 0.00 2.49 0.668E	0.00 0.54	0.00	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 10.77	Fem 62.50 41.59	Asi 6.25 4.55	Blk 12.50 1.62	His 0.00 2.49 0.668E	0.00 0.54	0.00	6.25
Total Emp 16 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 10.77	Fem 62.50 41.59	Asi 6.25 4.55	Blk 12.50 1.62 m Manag	His 0.00 2.49 0.668E	0.00 0.54 0.917E	0.00 0.07 0.989E	6.25
Total Emp 16	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 25.00 10.77 Official Min	Fem 62.50 41.59 s/Admin Fem	Asi 6.25 4.55 - Progra Asi	Blk 12.50 1.62 m Manag	His 0.00 2.49 0.668E	0.00 0.54 0.917E	0.00 0.07 0.989E	6.25 1.47
Total Emp 16 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IPM Employment %	Min 25.00 10.77 Official Min 40.00	Fem 62.50 41.59 s/Admin Fem 60.00	Asi 6.25 4.55 - Progra Asi 0.00	Blk 12.50 1.62 m Manag Blk 0.00	His 0.00 2.49 0.668E ement His 40.00	0.00 0.54 0.917E	0.00 0.07 0.989E	6.25 1.47 Two 0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IPM Employment % Availability %	Min 25.00 10.77 Official Min 40.00	Fem 62.50 41.59 s/Admin Fem 60.00	Asi 6.25 4.55 - Progra Asi 0.00	Blk 12.50 1.62 m Manag Blk 0.00	His 0.00 2.49 0.668E ement His 40.00	0.00 0.54 0.917E	0.00 0.07 0.989E	6.25 1.47 Two 0.00
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IPM Employment % Availability % Emp Less Avail?	Min 25.00 10.77 Official Min 40.00	Fem 62.50 41.59 s/Admin Fem 60.00	Asi 6.25 4.55 - Progra Asi 0.00 5.89	Blk 12.50 1.62 m Manag Blk 0.00 5.06	His 0.00 2.49 0.668E ement His 40.00	0.00 0.54 0.917E Ind 0.00 0.56	0.00 0.07 0.989E Pac 0.00 0.15	Two 0.00 3.71

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	2CR	Profess	ionals -	Commur	ity Relat	ions				
Total Emp 3	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	15.45	Fem 66.67 54.05	Asi 0.00 6.01 0.830E	Blk 0.00 1.79 0.947E	His 0.00 6.54 0.816E	0.00 0.48 0.986E	Pac 0.00 0.00	Two 0.00 0.61 0.982E	
2	2GA	Profess	ionals -	General .	Administ	rative				
Total Emp 9	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 22.22 13.10	Fem 77.78 59.96	Asi 22.22 7.65	0.00 0.57 0.950E	His 0.00 3.05 0.757E	Ind 0.00 0.19 0.983E	Pac 0.00 0.09 0.992E	Two 0.00 1.54 0.870E	
	2IT	Profess	ionals -	Informat	ion Tech	nology				
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	8.59	Fem 0.00 47.19 0.528E	Asi 0.00 4.77 0.952E	0.00 0.37 0.996E	His 0.00 2.33 0.977E	Ind 0.00 0.03 1.000E	0.00 0.00	Two 0.00 1.10 0.989E	
2	2LL	Profess	ionals -	Legal						
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	9.82	Fem 0.00 34.80 0.652E	Asi 0.00 2.16 0.978E	Blk 100.00 1.14	His 0.00 3.78 0.962E	0.00 0.42 0.996E	9.00 0.00	Two 0.00 2.33 0.977E	

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	ionals -	Program	Manage	ment				
Total Emp 1	Employment % Availability % Emp Less Avail?	Min 0.00 23.48	Fem 100.00 43.54	Asi 0.00 14.51	0.00 0.00	His 0.00 7.92	0.00 1.06	0.00 0.00	0.00 0.00	
	Statistical Value Stat Significant? Shortfall	0.765E		0.855E		0.921E	0.989E			
	6CR			Support -		-				
Total Emp 1	Employment % Availability % Emp Less Avail?	0.00 16.29	Fem 100.00 72.05	0.00 4.99	0.00 2.03	0.00 7.05	0.00 0.79	0.00 0.31	0.00 1.11	
	Statistical Value Stat Significant? Shortfall		atrative (0.950E Support -	0.980E	0.930E	0.992E	0.997E	0.989E	
	OGA							D	т.	
Total Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 16.67 13.70	Fem 83.33 88.93 0.505E	Asi 0.00 3.60 0.803E	0.00 1.46 0.916E	His 0.00 5.18 0.727E	0.00 0.56 0.967E	0.00 0.39 0.977E	Two 16.67 2.50	
(6OS	Admini	strative S	Support -	Office S	Support				
Total Emp 5	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 40.00 17.03	Fem 80.00 77.46	Asi 20.00 6.60	Blk 20.00 2.13	His 0.00 4.65 0.788E	0.00 0.87 0.957E	0.00 0.39 0.981E	Two 0.00 2.39 0.886E	

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 %	16.73	75.34	5.79	2.25	7.06	0.76	0.37	0.50
	Emp Less Avail?		YES						
	Statistical Value	0.693E	0.061E	0.888E	0.956E	0.864E	0.985E	0.993E	0.990E
	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")

Sector: 1100 - City Auditor Portland, OR

Shortfall

Siluitiai	ı									
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	0.2	0.6	0.1	0.1	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
	1FL	Official	s/Admin	- Financi	ial					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	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	
1	IGA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
16	# Employed	4	10	1	2	0	0	0	1	
	# Available	1.7	6.7	0.7	0.3	0.4	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
1	IPM	Official	s/Admin	- Progra	m Manag	jement				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
5	# Employed	2	3	0	0	2	0	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	ity Relat	ions				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	0	2	0	0	0	0	0	0	
	# Available	0.5	1.6	0.2	0.1	0.2	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
2	2GA	Profess	sionals -	General .	Administ	rative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
9	# Employed	2	7	2	0	0	0	0	0	
	# Available	1.2	5.4	0.7	0.1	0.3	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
:	2IT	Profess	sionals -	Informati	ion Tech	nology				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed		0	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	

Shortfall

,										
	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	
2	₽PM	Profess	sionals -	Program	Manage	ment				'
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.2	0.4	0.1	0.0	0.1	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	itions			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.2	0.7	0.0	0.0	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
6	6GA	Admini	strative S	Support -	General	Adminis	strative			
	6GA					Adminis		Doo	Two	
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
	# Employed	Min 1	Fem 5	Asi 0	Blk 0	His 0	Ind 0	0	1	
Total Emp	# Employed # Available	Min 1 0.8	Fem 5 5.3	Asi 0 0.2	Blk 0 0.1	His 0 0.3	0 0.0	0.0	1 0.2	
Total Emp	# Employed # Available Persons Required	Min 1	Fem 5	Asi 0	Blk 0	His 0	Ind 0	0	1	
Total Emp	# Employed # Available	Min 1 0.8 0	Fem 5 5.3	Asi 0 0.2 0	Blk 0 0.1 0	His 0 0.3 0	0 0.0	0.0	1 0.2	
Total Emp	# Employed # Available Persons Required	Min 1 0.8 0	5 5.3 0	Asi 0 0.2 0	Blk 0 0.1 0	His 0 0.3 0	0 0.0	0.0	1 0.2	
Total Emp 6	# Employed # Available Persons Required	Min 1 0.8 0	Fem 5 5.3 0 strative S	Asi 0 0.2 0 Support -	Blk 0 0.1 0	His 0 0.3 0	0 0.0 0	0 0.0 0	1 0.2 0	
Total Emp 6 Total Emp	# Employed # Available Persons Required 6OS # Employed # Available	Min 1 0.8 0 Admini Min	Fem 5 5.3 0 strative S	Asi 0 0.2 0 Support -	Blk 0 0.1 0 Office S	His 0 0.3 0 Support	Ind 0 0.0 0	0 0.0 0	1 0.2 0	
Total Emp 6 Total Emp	# Employed # Available Persons Required SOS # Employed	Min 1 0.8 0 Admini Min 2	Fem 5 5.3 0 strative S Fem 4	Asi 0 0.2 0 Support -	Blk 0 0.1 0 Office S Blk 1	His 0 0.3 0 Support His 0	Ind 0 0.0 0	0 0.0 0	1 0.2 0	
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available	Min 1 0.8 0 Admini Min 2 0.9 0	Fem 5 5.3 0 strative \$ Fem 4 3.9 0	Asi 0 0.2 0 Support - Asi 1 0.3 0	Blk 0 0.1 0 Office S Blk 1 0.1 0	His 0 0.3 0 Cupport His 0 0.2	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0	1 0.2 0 Two 0 0.1	
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 1 0.8 0 Admini Min 2 0.9 0	Fem 5 5.3 0 strative \$ Fem 4 3.9 0	Asi 0 0.2 0 Support - Asi 1 0.3 0	Blk 0 0.1 0 Office S Blk 1 0.1 0	His 0 0.3 0 Support His 0 0.2 0	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0	1 0.2 0 Two 0 0.1	
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 1 0.8 0 Admini Min 2 0.9 0 Admini	Fem 5 5.3 0 strative \$ 5	Asi 0 0.2 0 Support - Asi 1 0.3 0 Support -	Blk 0 0.1 0 Office S Blk 1 0.1 0	His 0 0.3 0 Support His 0 0.2 0 m Manage	Ind 0 0.0 0 1nd 0 0.0 0 0 ement	0 0.0 0 Pac 0 0.0	1 0.2 0 Two 0 0.1	
Total Emp 6 Total Emp 5	# Employed # Available Persons Required 6OS # Employed # Available Persons Required 6PM	Min 1 0.8 0 Admini Min 2 0.9 0 Admini Min	Fem 5 5.3 0 strative S Fem 4 3.9 0 strative S	Asi 0 0.2 0 Support - Asi 1 0.3 0 Support - Asi	Blk 0 0.1 0 Office S Blk 1 0.1 0 Program Blk	His 0 0.3 0 Support His 0 0.2 0 m Manage	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0 Pac 0 0.0 0	1 0.2 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.