

1320-CBO City Budget Office

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

2018 July (Semi-Annual) AAP Update Plan

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	4	9	1	1	2	0	0	0	
14 Employees	%	28.57	64.29	7.14	7.14	14.29	0.00	0.00	0.00	
2 - Professionals	#	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	
15 Employees Totals	#	4	9	1	1	2	0	0	0	
	%	26.67	60.00	6.67	6.67	13.33	0.00	0.00	0.00	

Job Group Analysis Summary Report

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		#	1	0	0	0	1	0	0	0	
1 Employee	1	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	
1FL - Officials/Admin - Financial		#	3	8	1	1	1	0	0	0	
12 Employees	1	%	25.00	66.67	8.33	8.33	8.33	0.00	0.00	0.00	
1GA - Officials/Admin - General Administrative		#	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	
2FL - Professionals - Financial		#	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	
15 Employees	Totals	#	4	9	1	1	2	0	0	0	
		%	26.67	60.00	6.67	6.67	13.33	0.00	0.00	0.00	

Job Group Analysis Report

2018 July (Semi-Annual) AAP Update Plan

Sector: 1320 - CBO City Budget Office

Portland, OR

Job Group Analysis

1DR	Officials/Admin - D	irea	ctors								EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000570 - Budget Director, City		#	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		
1 Employee	Totals	#	1	0	0	0	1	0	0	0		
		%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		

Job Group Analysis

1FL Officials/	'Admin - F	inar	ncial								EEO Code: 1
Job Code & Title		[Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30002040 - Budget Director, 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	
30000569 - Financial Analyst, Principal		#	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	
30000568 - Financial Analyst, Sr		#	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	
30000567 - Financial Analyst		#	0	3	0	0	0	0	0	0	
3 Employees		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
30000566 - Financial Analyst, Assistant		#	2	2	0	1	1	0	0	0	
4 Employees		%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00	
12 Employees	Totals	#	3	8	1	1	1	0	0	0	
		%	25.00	66.67	8.33	8.33	8.33	0.00	0.00	0.00	

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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	#	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	

Job Group Analysis

2FL	Professionals - Fin	and	cial								EEO Code:
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000578 - Economist, City		#	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	

Incumbency vs. Estimated Availability Report

(If Employment is less than Availability, the Availability % becomes the Placement Goal)

Incumbency vs. Estimated Availability

1 Employment % Availability % Emp Less Avail? 100.00 0.00 0.00 100.00 0.0		IDR	Official	s/Admin	- Directo	rs				
Availability Emp Less Avail?15.8926.734.934.095.380.410.061.03Statistical Value Statistical Value1.000E0.00	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Emp Less Avail? Statistical Value Statistical Value ShortfalIII <th< td=""><td>1</td><td></td><td>100.00</td><td>0.00</td><td>0.00</td><td>0.00</td><td>100.00</td><td>0.00</td><td>0.00</td><td>0.00</td></th<>	1		100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Statistical Value Stat Significant? ShortfalIII <th< th=""><th></th><th>Availability %</th><th>15.89</th><th>26.73</th><th>4.93</th><th>4.09</th><th>5.38</th><th>0.41</th><th>0.06</th><th>1.03</th></th<>		Availability %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
Stat Significant? Shortfal Image: Stat Significant? Shortfal Image: Shortfal Image: Shortfa										
ShoritaliImage of the state of t				1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
IFL Officials/Admin - Financial Total Emp 12 Employment % Availability % Availability % 5tatistical Value Statistical Value Statistical Value Min Fem Asi Blk His Ind Pac Two Statistical Value Statistical Value 13.87 45.23 4.44 4.18 3.38 0.00 0.00 1.000E		Stat Significant?								
Min Fem Asi Blk His Ind Pac Two 12 Employment% Availabilit% Emp Less Avail? Statistical Value Stat Significant? Total Emp 13.87 4.44 4.18 3.38 0.00 0.00 0.00 13.87 45.23 4.44 4.18 3.38 0.00 0.00 1.000 Statistical Value Stat Significant? Total Emp 1 Cofficial/Common Ceneral Administrative 1.000E		Shortfall								
12 Employment % 25.00 66.67 8.33 8.33 8.33 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? Imp Less Avail?		1FL	Official	s/Admin	- Financi	al				
Mailability 13.87 45.23 4.44 4.18 3.38 0.02 0.01 1.87 Emp Less Avail? Statistical Value Stat Significant? Montfai I	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Availability% Emp Less Avait? Statistical Value Statistical Value Statistical Value Statistical Value Shortfall13.8745.234.444.183.380.020.011.87Statistical Value ShortfallII	12	Employment %	25.00	66.67	8.33	8.33	8.33	0.00	0.00	0.00
Statistical Value Stat Significant? ShortfallImage: constraint of the stat Significant?Image: constraint of th		Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
Stat Significant? ShortfallImage: stat Significant? ShortfallImage: stat Significant? ShortfallImage: stat Significant? Statistical Value ShortfallOfficials/AdminGeneral AdministrativeTotal Emp 1MinFemAsiBlkHisIndPacTwoMinFemAsiBlkHisIndPacTwo0.00100.000.000.000.000.000.000.000.00Availability% Availability%10.7741.594.551.622.490.540.071.47Emp Less Avail? Statistical Value Shortfall1.000E1.000E1.000E1.000E1.000E1.000E1.000E1.000ETotal Emp 1FemSecond Stat Significant? 0.000.000.000.000.000.000.000.000.001MinFem AsiBlkHisIndPacTwo1MinFem 0.000.000.000.000.000.000.0010.000.000.000.000.000.000.000.000.001Femployment % Availability % Statistical Value Statistical Value St		Emp Less Avail?								
ShortfallImage: short		Statistical Value						1.000E	1.000E	1.000E
IGA Officials/Admin - General Administrative Total Emp 1 Employment % Availability % Emp Less Avaii? Statistical Value Stati Significant? Min 0.00 Fem 4.55 Blk 1.62 His 2.49 Ind 0.00 Pac 0.00 Two 0.00 10.77 41.59 4.55 1.62 2.49 0.54 0.07 1.47 Statistical Value Stati Significant? 1.000E 0.00 0.00 0.00 0.00 0.00		Stat Significant?								
Min Fem Asi Blk His Ind Pac Two 1 Employment % Availability % Availability % Emp Less Avail? 0.00 100.00 0		Shortfall								
Imployment % 0.00 100.00 0.00		IGA	Official	s/Admin	- Genera	l Admini	strative			
Imployment % 0.00 100.00 0.00	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Availability% Emp Less Avail? 10.77 41.59 4.55 1.62 2.49 0.54 0.07 1.47 Statistical Value Statistical Value Stat Significant? Bhortfall 1.000E 0.00 <td></td> <td>Employment %</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>		Employment %								
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Image: Professionals - Financial His Ind Pac Two 1 Min Fem Asi Blk His Ind Pac Two 1 Employment % 0.00 <td< td=""><td></td><td>Stat Significant?</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>		Stat Significant?								
Min Fem Asi Blk His Ind Pac Two 1 Employment% 0.00 </td <td></td>										
Imployment % 0.00	:	2FL	Profess	sionals -	Financial					
Imployment % 0.00	Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Availability % 0.00 25.00 0.00		Employment %								
Emp Less Avail? 1.000E Image: Constraint of the second secon	•	Availability %								
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Stat Significant?				1.000E						
otal Employment: 15	otal Emplo	yment: 15		1				1	1	1

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")

City of Portland 2018 July (Semi-Annual) AAP Update Plan

Shortfall

1	IDR	Officials	s/Admin	- Directo	rs					
Total Emp	# Employed	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Available	1 0.2	0 0.3	0.0	0	1 0.1	0.0	0 0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
	1FL	Officials	s/Admin	- Financi	al					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
12	# Employed	3	8	1	1	1	0	0	0	
	# Available	1.7	5.4	0.5	0.5	0.4	0.0	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
1	GA	Officials	s/Admin	- Genera	l Admini	strative				
1 Total Emp	GA	Officials Min	s/Admin Fem	- Genera Asi	l Admini Blk	strative His	Ind	Pac	Two	
	GA # Employed						Ind 0	Pac 0	Two 0	
Total Emp		Min	Fem	Asi	Blk	His				
Total Emp	# Employed	Min 0	Fem 1	Asi 0	Blk 0	His 0	0	0	0	
Total Emp 1	# Employed # Available	Min 0 0.1 0	Fem 1 0.4 0	Asi 0 0.0	Blk 0 0.0 0	His 0 0.0	0 0.0	0 0.0	0 0.0	
Total Emp 1	# Employed # Available Persons Required	Min 0 0.1 0	Fem 1 0.4 0	Asi 0 0.0 0	Blk 0 0.0 0	His 0 0.0	0 0.0	0 0.0	0 0.0	
Total Emp 1	# Employed # Available Persons Required	Min 0 0.1 0 Profess	Fem 1 0.4 0 ionals -	Asi 0 0.0 0 Financia	Blk 0 0.0 0	His 0 0.0 0	0 0.0 0	0 0.0 0	0 0.0 0	
Total Emp 1	# Employed # Available Persons Required 2FL	Min 0 0.1 0 Profess Min	Fem 1 0.4 0 ionals - Fem	Asi 0 0.0 0 Financia Asi	Blk 0 0.0 0 Blk	His 0 0.0 0 His	0 0.0 0	0 0.0 0 Pac	0 0.0 0 Two	

W - Whole Person Rule

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