### City of Portland



1320-CBO City Budget Office

### 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

Sector: 1320 - CBO City Budget Office 2019 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	#	3	7	1	1	1	0	0	0	
10 Employees	%	30.00	70.00	10.00	10.00	10.00	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	
6 - Administrative Support	#	1	2	0	0	1	0	0	0	
2 Employees	%	50.00	100.00	0.00	0.00	50.00	0.00	0.00	0.00	
13 Employees Totals	#	4	9	1	1	2	0	0	0	
	%	30.77	69.23	7.69	7.69	15.38	0.00	0.00	0.00	

# Job Group Analysis Summary Report

Sector: 1320 - CBO City Budget Office 2019 Annual AAP Plan Portland, OR

### Job Group Analysis Summary

Job Group & Name E	EO 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	
1FL - Officials/Admin - Financial		#	3	5	1	1	1	0	0	0	
7 Employees	1	%	42.86	71.43	14.29	14.29	14.29	0.00	0.00	0.00	
1GA - Officials/Admin - General Administrative		#	0	1	0	0	0	0	0	0	
2 Employees	1	%	0.00	50.00	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	
6GA - Administrative Support - General Administrative		#	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	
6PM - Administrative Support - Program Management		#	1	1	0	0	1	0	0	0	
1 Employee	6	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	
13 Employees	Totals	#	4	9	1	1	2	0	0	0	
		%	30.77	69.23	7.69	7.69	15.38	0.00	0.00	0.00	

### Job Group Analysis Report

Sector: 1320 - CBO City Budget Office

2019 Annual AAP Plan Portland, OR

Job	Group	Ana	lysis
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1DR	Officials/Admin - Directors										EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003037 - Director I		#	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

1FL	Officials/Admin - Financial										EEO	Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003055 - Financial Analyst II		#	1	3	1	0	0	0	0	0		
4 Employees		%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30003054 - Financial Analyst I		#	2	2	0	1	1	0	0	0		
3 Employees		%	66.67	66.67	0.00	33.33	33.33	0.00	0.00	0.00		
7 Employees	Totals	#	3	5	1	1	1	0	0	0		
		%	42.86	71.43	14.29	14.29	14.29	0.00	0.00	0.00		

### Job Group Analysis

1GA	Officials/Admin - G	Officials/Admin - General Administrative										
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003034 - Deputy 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		
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		
2 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job	Group	Ana	lvsis
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2FL	Professionals - Fin	Professionals - Financial									EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003040 - Economist		#	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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6GA	Administrative Support - General Administrative										EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003004 - Administrative Specialist III		#	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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6PM	Administrative Support - Program Management											Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE		#	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		
1 Employee	Totals	#	1	1	0	0	1	0	0	0		
		%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		

## Incumbency vs. Estimated Availability Report

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

Sector: 1320 - CBO City Budget Office 2019 Annual AAP Plan

### 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 %	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	
	Stat Significant?									
	Shortfall									
	1FL	Official	s/Admin	- Financ	ial					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
7	Employment %	42.86	71.43	14.29	14.29	14.29	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	
	Stat Significant?									
	Shortfall									
1GA		Officials/Admin - General Administrative								
•	1GA	Official	s/Admin	- Genera	l Admini	strative				
	1GA						Ind	Pac	Two	
Total Emp	IGA Employment %	Official Min 0.00	s/Admin Fem 50.00	- Genera Asi 0.00	Blk 0.00	Strative His	Ind 0.00	Pac 0.00	Two 0.00	
		Min	Fem	Asi	Blk	His				
Total Emp	Employment %	Min 0.00	Fem 50.00	Asi 0.00	Blk 0.00	His 0.00	0.00	0.00	0.00	
Total Emp	Employment % Availability %	Min 0.00	Fem 50.00	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 10.27	Fem 50.00	Asi 0.00 4.48	Blk 0.00 1.17	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50	
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 0.00 10.27	Fem 50.00	Asi 0.00 4.48	Blk 0.00 1.17	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50	
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 10.27 1.000E	Fem 50.00	Asi 0.00 4.48	Blk 0.00 1.17 1.000E	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50	
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 10.27 1.000E	Fem 50.00 41.32	Asi 0.00 4.48	Blk 0.00 1.17 1.000E	His 0.00 2.72	0.00 0.37	0.00	0.00 1.50	
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 10.27 1.000E	Fem 50.00 41.32 sionals -	Asi 0.00 4.48 1.000E	BIk 0.00 1.17 1.000E	His 0.00 2.72 1.000E	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E	
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 0.00 10.27 1.000E Profess	Fem 50.00 41.32 sionals -	Asi 0.00 4.48 1.000E Financia	Blk 0.00 1.17 1.000E	His 0.00 2.72 1.000E	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E	
Total Emp 2 Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall  2FL Employment %	Min 0.00 10.27 1.000E Profess Min 0.00	50.00 41.32 sionals - Fem 0.00	Asi 0.00 4.48 1.000E Financia Asi 0.00	BIk 0.00 1.17 1.000E	His 0.00 2.72 1.000E His 0.00	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E	
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall  2FL  Employment % Availability %	Min 0.00 10.27 1.000E Profess Min 0.00	50.00 41.32 sionals - Fem 0.00	Asi 0.00 4.48 1.000E Financia Asi 0.00	BIk 0.00 1.17 1.000E	His 0.00 2.72 1.000E His 0.00	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E	
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall  2FL  Employment % Availability % Emp Less Avail?	Min 0.00 10.27 1.000E Profess Min 0.00	Fem 50.00 41.32 sionals - Fem 0.00 25.00	Asi 0.00 4.48 1.000E Financia Asi 0.00	BIk 0.00 1.17 1.000E	His 0.00 2.72 1.000E His 0.00	0.00 0.37 1.000E	0.00 0.09 1.000E	0.00 1.50 1.000E	

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	6GA	Administrative Support - General Administrative								
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 %	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	1.000E	1.000E	
	Stat Significant?									
	Shortfall									

6PM		Administrative Support - Program Management									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	Employment %	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
	Availability %	14.74	68.60	4.72	2.06	6.07	0.74	0.38	0.78		
	Emp Less Avail?										
	Statistical Value			1.000E	1.000E		1.000E	1.000E	1.000E		
	Stat Significant?										
	Shortfall										

Total Employment: 13

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.

W - Whole Person Rule

### Shortfall Report (Persons Required)

(This is a supplemental report to the "Incumbency vs. Estimated Availability Report")

City of Portland 2019 Annual AAP Plan Sector: 1320 - CBO City Budget Office

### Shortfall

Onontial	•											
,	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	0.1	0.1	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
	1FL	Official	Officials/Admin - Financial									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
7	# Employed	3	5	1	1	1	0	0	0			
	# Available	1.0	3.2	0.3	0.3	0.2	0.0	0.0	0.1			
	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			
2	# Employed	0	1	0	0	0	0	0	0			
	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
2	2FL	Profess	sionals -	Financia	l							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	# Employed	0	0	0	0	0	0	0	0			
·	# Available	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
Administrative Support - General Administrative												
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	# Employed	0	1	0	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			
6PM Administrative Support - Program Management												
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
i otai =iiip												
1	# Employed	1	1	0	0	1	0	0	0			

W - Whole Person Rule

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

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Persons Required