



Oregon Youth Authority

Affirmative Action Quarterly Statistics Charts

As of September 30, 2012

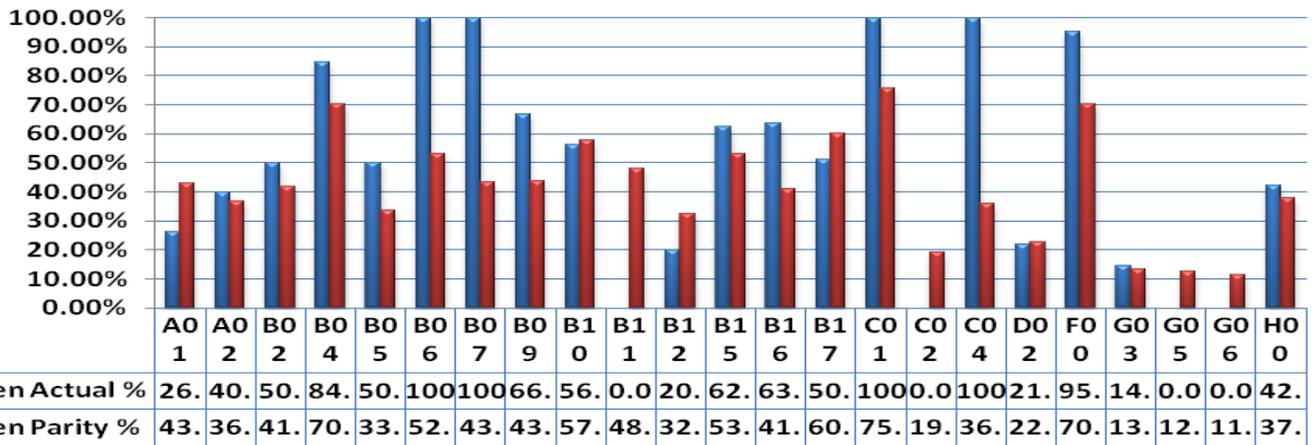
EEO Categories	Included Classifications
A01 Middle Management	Includes PEM A-C
A02 Upper Management	Includes PEM D-I
B02 Communication/Editor	Includes Communication/Editor
B04 Nurse/Health	Includes RNs, Rehab Spec., Supervising RN, Nurse Manager
B05 Physician/Dentist	Includes Dentists, Consulting Physicians, Physician Specialist, Supervising Physicians
B06 Food Service Manager	Includes Food Service Manager 1
B07 Purchasing Agent/Analyst	Includes Procurement/Contract Specialist 2 and 3
B09 Social Science/Planner/Researcher	Includes Research Analyst 2-4 and Clinical Psychologist 1
B10 Personnel/Employment	Includes Training/Development Specialist 1 and 2, HR Assistant, HR Analyst 2-3 and Safety Specialist 2
B11 Inspector/Compliance/Investigator	Includes Investigator 3
B12 Computer Analyst	Includes IS Specialist 4-8
B15 Accounting/Finance/Revenue	Includes Accountant 1-4, Fiscal Analyst 2-3 and Internal Auditor
B16 Program Coordinator/Analyst	Includes Program Analyst 1-4 and Operations/Policy Analyst 2-4
B17 Social Services	Includes Disability Analyst 1, Social Services Specialist 1, JV Prob/Soc Sv Of/JV Corr Counselor, Chaplain, QMHP
C01 Health	Includes Licenses Practical Nurse and Dental Assistant
C02 Engineering/Construction	Includes Construction Project Manager 2
C04 Computer	Includes IS Specialist 2
D02 JPPA/JPO/GLC/YCUC	Includes Juv Parole/Probation Assistant, Juv Parole/Probation Officer, Group Life Coordinator, Youth Corrections Unit Coordinator
F00 Administrative Support	Includes Office Specialist 1 and 2, Administrative Specialist 1 and 2, Executive Support Specialist 1 and 2, Accounting Technician 2 and 3, Office Coordinator and Support Services Supervisor 2,
G03 Trades/Maintenance Repair	Includes Facility Operations Specialist 1
G05 Mechanic/Boiler Operator	Includes Facility Energy Technician 2 and 3
G06 Trades	Includes Painter, Carpenter, Plumber, Electrician 2 and 3
H00 Service Maintenance Worker	Includes Supply Specialist 2, Facility Maintenance Specialist, Custodian, Cook 2, Maintenance and Operations Supervisor and Supervising Cook

The “parity” percentages for women, people of color, and persons with disabilities have been developed by the Governor’s Affirmative Action Office. They are intended to be flexible, long range targets which in some cases may not always be achieved in a single year or a biennium.

What is important is that continued progress be made toward achievement of the goals.

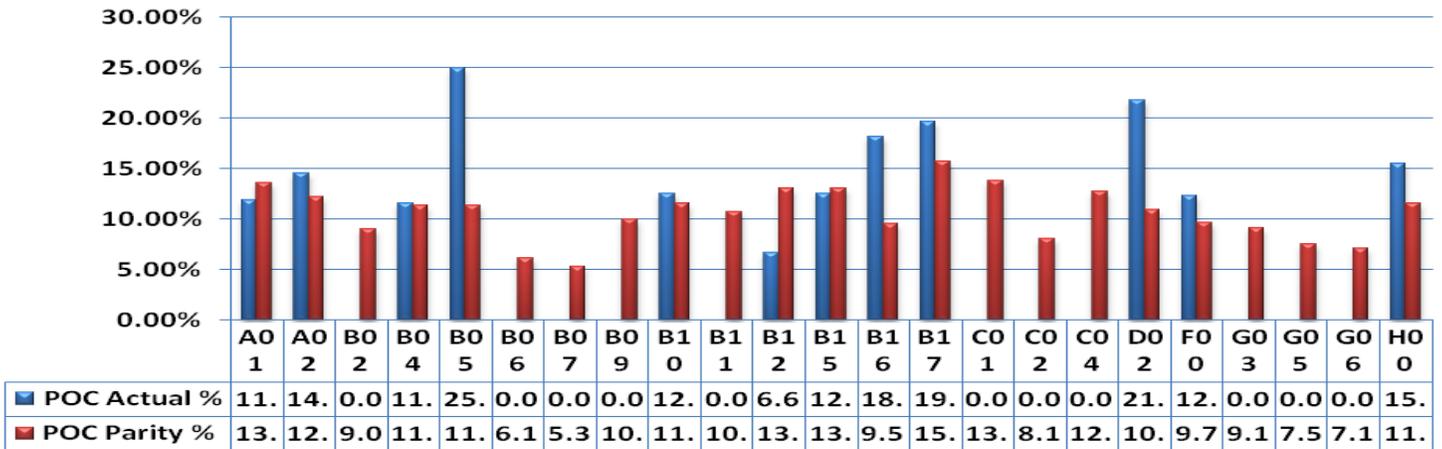
The “actual” percentages for women, people of color, and persons with disabilities are the actual number of women, people of color or persons with disabilities within that EEO category divided by the total number of OYA employees.

Women as of 9-30-2012



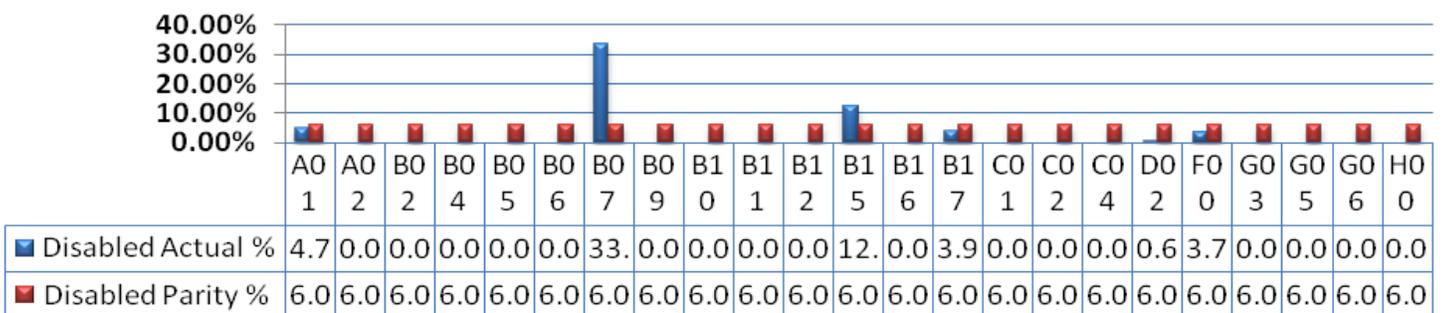
The goal is to have an equal or larger "Actual %" than "Parity %".

People of Color as of 9-30-2012



The goal is to have an equal or larger "Actual %" than "Parity %".

Disabled as of 9-30-2012



The goal is to have an equal or larger "Actual %" than "Parity %".