City of Portland



1230-FPDR
Fire & Police Disability & Retirement

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: 1230 - FPDR Fire Police & Disa Ret 2018 Annual AAP Plan

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1 - Officials & Administrators	#	3	9	2	1	0	0	0	0	
11 Employees	%	27.27	81.82	18.18	9.09	0.00	0.00	0.00	0.00	
2 - Professionals	#	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	
6 - Administrative Support	#	2	4	1	0	0	1	0	0	
4 Employees	%	50.00	100.00	25.00	0.00	0.00	25.00	0.00	0.00	
17 Employees Totals	#	5	15	3	1	0	1	0	0	
	%	29.41	88.24	17.65	5.88	0.00	5.88	0.00	0.00	

Portland, OR

Job Group Analysis Summary Report

Sector: 1230 - FPDR Fire Police & Disa Ret 2018 Annual AAP Plan Portland, OR

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	
1FL - Officials/Admin - Financial		#	1	2	1	0	0	0	0	0	
2 Employees	1	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00	
1GA - Officials/Admin - General Administrative		#	2	3	1	1	0	0	0	0	
4 Employees	1	%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00	
1RM - Officials/Admin - Risk Management		#	0	4	0	0	0	0	0	0	
4 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
2AC - Professionals - Accounting		#	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	
2IT - Professionals - Information Technology		#	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	
6LL - Administrative Support - Legal		#	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	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	
6RM - Administrative Support - Risk Management		#	1	2	0	0	0	1	0	0	
2 Employees	6	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	
17 Employees	Totals	#	5	15	3	1	0	1	0	0	
		%	29.41	88.24	17.65	5.88	0.00	5.88	0.00	0.00	

Job Group Analysis Report

Sector: 1230 - FPDR Fire Police & Disa Ret

2018 Annual AAP Plan Portland, OR

Job Group	Analysis
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1DR	Officials/Admin - Directors										EEO (Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000412 - FPDR Director		#	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		

1 7												
1FL	Officials/Admin - Financial											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001384 - FPDR Financial Manager		#	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		
30000568 - Financial Analyst, Sr		#	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		
2 Employees	Totals	#	1	2	1	0	0	0	0	0		
		%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		

1GA	Officials/Admin - G	EEO Code: 1									
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000582 - FPDR Operations Manage	r	#	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	
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	
30000450 - Management Assistant		#	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	
4 Employees	Totals	#	2	3	1	1	0	0	0	0	
		%	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00	

1RM Official	Officials/Admin - Risk Management											Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000480 - Workers Comp/Disability Analyst, Sr		#	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		
30000479 - Workers Compensation/Disability Ana	lyst	#	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	#	0	4	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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2AC	Professionals - Ac	cou	nting								EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000063 - Accountant 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	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

2IT Professionals - In	Professionals - Information Technology										
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000449 - Business Systems 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	Job	Group	Anal	lysis
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6LL	Administrative Support - Legal											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000592 - Legal Assistant, Sr		#	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	Totals	#	1	1	1	0	0	0	0	0		
		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		

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6OS	Administrative Support - Office Support											Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000012 - Office Support Specialist 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	#	0	1	0	0	0	0	0	0		
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

6RM	Administrative Sup	Administrative Support - Risk Management										Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician		#	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		
30000065 - Claims Technician, Assista	nt	#	1	1	0	0	0	1	0	0		
1 Employee		%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
2 Employees	Totals	#	1	2	0	0	0	1	0	0		
		%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		

Incumbency vs. Estimated Availability Report

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

2018 Annual AAP Plan

Sector: 1230 - FPDR Fire Police & Disa Bet

Incumbency vs. Estimated Availability

	1DR	Official	s/Admin	- Directo	rs				
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 %	15.89	26.73	4.93	4.09	5.38	0.41	0.06	1.03
	Emp Less Avail?								
	Statistical Value	0.841E	0.733E	0.951E	0.959E	0.946E	0.996E	0.999E	0.990E
	Stat Significant?								
	Shortfall								
	1FL	Official	s/Admin	- Financ	ial				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00
۷	Availability %	13.87	45.23	4.44	4.18	3.38	0.02	0.01	1.87
	Emp Less Avail?								
	Statistical Value				0.918E	0.934E	1.000E	1.000E	0.963E
	Stat Significant?								
	Shortfall								
	1GA	Official	s/Admin	- Genera	ıl Admini	strative			
		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Total Emp	Employment %	50.00	75.00	25.00	25.00	0.00	0.00	0.00	0.00
4				23.00		1 0.00		0.00	0.00
								0.07	1 17
	Availability %	10.77	41.59	4.55	1.62	2.49	0.54	0.07	1.47
	Availability % Emp Less Avail?					2.49	0.54		
	Availability % Emp Less Avail? Statistical Value							0.07 0.997E	1.47 0.942E
	Availability % Emp Less Avail? Statistical Value Stat Significant?					2.49	0.54		
	Availability % Emp Less Avail? Statistical Value					2.49	0.54		
	Availability % Emp Less Avail? Statistical Value Stat Significant?	10.77	41.59	4.55		2.49 0.904E	0.54		
	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	10.77	41.59	4.55	1.62	2.49 0.904E	0.54		
	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	10.77	41.59 s/Admin	4.55 - Risk M	1.62	2.49 0.904E	0.54 0.979E	0.997E	0.942E
Total Emp	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	10.77 Official	41.59 s/Admin	4.55 - Risk Ma	1.62 anageme	2.49 0.904E ent His	0.54 0.979E	0.997E	0.942E
Total Emp	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Official Min 0.00	41.59 s/Admin Fem 100.00	4.55 - Risk Ma Asi 0.00	anageme Blk 0.00	2.49 0.904E ent His 0.00	0.54 0.979E Ind 0.00	0.997E Pac 0.00	0.942E Two 0.00
Total Emp	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IRM Employment % Availability %	Official Min 0.00	41.59 s/Admin Fem 100.00	4.55 - Risk Ma Asi 0.00	anageme Blk 0.00	2.49 0.904E ent His 0.00	0.54 0.979E Ind 0.00	0.997E Pac 0.00	0.942E Two 0.00
Total Emp	Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall IRM Employment % Availability % Emp Less Avail?	10.77 Official Min 0.00 11.67	41.59 s/Admin Fem 100.00	4.55 - Risk Ma Asi 0.00 3.66	1.62 anageme Blk 0.00 2.95	2.49 0.904E ent His 0.00 2.08	0.54 0.979E Ind 0.00 0.04	0.997E Pac 0.00 0.03	Two 0.00 2.92

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	2AC	Profess	ionals -	Accounti	ng				
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 %	14.79	65.07	8.89	0.57	2.69	0.27	0.13	2.22
	Emp Less Avail?								
	Statistical Value	0.852E		0.911E	0.994E	0.973E	0.997E	0.999E	0.978E
	Stat Significant?								
	Shortfall								
	2IT	Profess	sionals -	Informati	on Tech	nology			
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 %	8.59	47.19	4.77	0.37	2.33	0.03	0.00	1.10
	Emp Less Avail?								
	Statistical Value	0.914E		0.952E	0.996E	0.977E	1.000E		0.989E
	Stat Significant?								
	Shortfall								
(6LL	Admini	strative \$	Support -	Legal			1	
	6LL	Admini Min	strative S	Support -	Legal Blk	His	Ind	Pac	Two
	6LL Employment %					His 0.00	Ind 0.00	Pac 0.00	Two 0.00
Total Emp		Min	Fem	Asi	Blk				
Total Emp	Employment %	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability %	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00	0.00	0.00	0.00	0.00
Total Emp	Employment % Availability % Emp Less Avail?	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00 0.32	0.00 3.03	0.00	0.00	0.00 2.39
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value	Min 100.00	Fem 100.00	Asi 100.00	Blk 0.00 0.32	0.00 3.03	0.00	0.00	0.00 2.39
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 100.00 9.55	Fem 100.00 83.44	Asi 100.00	BIk 0.00 0.32 0.997E	0.00 3.03 0.970E	0.00	0.00	0.00 2.39
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55	Fem 100.00 83.44	Asi 100.00 3.50	BIk 0.00 0.32 0.997E	0.00 3.03 0.970E	0.00	0.00	0.00 2.39
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55	Fem 100.00 83.44	Asi 100.00 3.50	Blk 0.00 0.32 0.997E	0.00 3.03 0.970E	0.00 0.32 0.997E	0.00	0.00 2.39 0.976E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55 Admini Min	Fem 100.00 83.44 strative \$	Asi 100.00 3.50 Support -	Blk 0.00 0.32 0.997E	0.00 3.03 0.970E	0.00 0.32 0.997E	0.00 0.00	0.00 2.39 0.976E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall	Min 100.00 9.55 Admini Min 0.00	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support -	Blk 0.00 0.32 0.997E	0.00 3.03 0.970E Support His 0.00	0.00 0.32 0.997E	0.00 0.00 Pac 0.00	0.00 2.39 0.976E
Total Emp	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability %	Min 100.00 9.55 Admini Min 0.00	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support -	Blk 0.00 0.32 0.997E	0.00 3.03 0.970E Support His 0.00	0.00 0.32 0.997E	0.00 0.00 Pac 0.00	0.00 2.39 0.976E
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant? Shortfall 6OS Employment % Availability % Emp Less Avail?	Min 100.00 9.55 Admini Min 0.00 17.03	Fem 100.00 83.44 strative \$ Fem 100.00	Asi 100.00 3.50 Support - Asi 0.00 6.60	Blk 0.00 0.32 0.997E Office S Blk 0.00 2.13	0.00 3.03 0.970E Support His 0.00 4.65	0.00 0.32 0.997E Ind 0.00 0.87	0.00 0.00 Pac 0.00 0.39	0.00 2.39 0.976E Two 0.00 2.39

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	SRM	Administrative Support - Risk Management										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
2	Employment %	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00			
	Availability %	19.84	85.27	4.52	2.55	7.66	1.18	0.39	3.54			
	Emp Less Avail?											
	Statistical Value			0.912E	0.950E	0.853E		0.992E	0.930E			
	Stat Significant?											
	Shortfall											

Total Employment: 17

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: 1230 - FPDR Fire Police & Disa Bet

Shortfall

1	IDR	Official	s/Admin	- Directo	rs							
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	0.0	0.1	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
,	1FL	Official	s/Admin	- Financi	al	'	,	,	'			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
2	# Employed	1	2	1	0	0	0	0	0			
_	# Available	0.3	0.9	0.1	0.1	0.1	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
1	GA	Official	s/Admin	- Genera	l Admini	strative						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
4	# Employed	2	3	1	1	0	0	0	0			
4	# Available	0.4	1.7	0.2	0.1	0.1	0.0	0.0	0.1			
	Persons Required	0.4	0	0.2	0	0	0.0	0.0	0			
4												
1	RM	Official	s/Admin	- Risk Ma	anageme	ent						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
4	# Employed	0	4	0	0	0	0	0	0			
	# Available	0.5	2.3	0.1	0.1	0.1	0.0	0.0	0.1			
	Persons Required	0	0	0	0	0	0	0	0			
2	2AC	Profess	sionals -	Accounti	ng							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	# Employed	0	1	0	0	0	0	0	0			
	# Available	0.1	0.7	0.1	0.0	0.0	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			
	2IT	Profess	sionals -	Informati	on Tech	nology						
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			
(6LL	Admini	strative S	Support -	Legal							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	# Employed	1	1	1	0	0	0	0	0			
	# Available	0.1	0.8	0.0	0.0	0.0	0.0	0.0	0.0			
	Persons Required	0	0	0	0	0	0	0	0			

Shortfall

6	6OS	Administrative Support - Office Support									
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.8	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

6	SRM	Admini	strative S	Support -	Risk Ma	nageme	nt			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	1	2	0	0	0	1	0	0	
	# Available	0.4	1.7	0.1	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.