City of Portland

1230-FPDR
Fire & Police Disability & Retirement Fund

Bureau Affirmative Action Program (AAP) Plan Reports

FY 14-15
4th Quarter (Annual) Reports
(07/01/2014 to 06/30/2015)

City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

Job Group Analysis Summary by EEO Category Report

City of Portland

FY14-15: 4th Qtr (July 2015 Annual) AAP Plan

Sector: 1230 - FPDR Fire Police & Disa Ret

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1 - Officials & Administrators	#	3	10	2	1	0	0	0	0	8	1
11 Employees	%	27.27	90.91	18.18	9.09	0.00	0.00	0.00	0.00	72.73	9.09
2 - Professionals	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
6 - Administrative Support	#	2	4	1	0	0	1	0	0	2	0
4 Employees	%	50.00	100.00	25.00	0.00	0.00	25.00	0.00	0.00	50.00	0.00
17 Employees **Totals**	#	5	16	3	1	0	1	0	0	12	1
	%	29.41	94.12	17.65	5.88	0.00	5.88	0.00	0.00	70.59	5.88

Job Group Analysis Summary Summary Report

Job Group Analysis Summary

Job Group & Name	EEO Code		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
1DR - Officials/Admin - Directors		#	0	0	0	0	0	0	0	0	1	1
1 Employee	1	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1FL - Officials/Admin - Financial		#	1	3	1	0	0	0	0	0	2	0
3 Employees	1	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00	66.67	0.00
1GA - Officials/Admin - General Administrative		#	2	3	1	1	0	0	0	0	1	0
3 Employees	1	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00
1RM - Officials/Admin - Risk Management		#	0	4	0	0	0	0	0	0	4	0
4 Employees	1	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
2AC - Professionals - Accounting		#	0	1	0	0	0	0	0	0	1	0
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
2IT - Professionals - Information Technology		#	0	1	0	0	0	0	0	0	1	0
1 Employee	2	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
6LL - Administrative Support - Legal		#	1	1	1	0	0	0	0	0	0	0
1 Employee	6	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6OS - Administrative Support - Office Support		#	0	1	0	0	0	0	0	0	1	0
1 Employee	6	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
6RM - Administrative Support - Risk Management		#	1	2	0	0	0	1	0	0	1	0
2 Employees	6	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00
17 Employees	Totals	#	5	16	3	1	0	1	0	0	12	1
		%	29.41	94.12	17.65	5.88	0.00	5.88	0.00	0.00	70.59	5.88

Job Group Analysis Report

Job Group Analysis

1DR Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000412 - FPDR Director	#	0	0	0	0	0	0	0	0	1	1
1 Employee	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00
1 Employee Totals	#	0	0	0	0	0	0	0	0	1	1
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	100.00

Job Group Analysis

1FL Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30001384 - FPDR Financial Manager	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
30000568 - Financial Analyst, Sr	#	1	2	1	0	0	0	0	0	1	0
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
3 Employees Totals	#	1	3	1	0	0	0	0	0	2	0
	%	33.33	100.00	33.33	0.00	0.00	0.00	0.00	0.00	66.67	0.00

Job Group Analysis

1GA Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000582 - FPDR Operations Manager	#	1	1	0	1	0	0	0	0	0	0
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
30000450 - Management Assistant	#	1	2	1	0	0	0	0	0	1	0
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00
3 Employees Totals	#	2	3	1	1	0	0	0	0	1	0
	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00	33.33	0.00

Job Group Analysis

1RM Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000480 - Workers Comp/Disability Analyst, Sr	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
30000479 - Workers Compensation/Disability Analyst	#	0	2	0	0	0	0	0	0	2	0
2 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
4 Employees Totals	#	0	4	0	0	0	0	0	0	4	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

2AC Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000063 - Accountant II	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
1 Employee Totals	#	0	1	0	0	0	0	0	0	1	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

2IT Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000449 - Business Systems Analyst, Sr	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
1 Employee Totals	#	0	1	0	0	0	0	0	0	1	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

6LL Administrative Support - Legal

EEO Code: 6

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000592 - Legal Assistant, Sr		#	1	1	1	0	0	0	0	0	0	0
1 Employee		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1 Employee	Totals	#	1	1	1	0	0	0	0	0	0	0
		%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Job Group Analysis

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000012 - Office Support Specialist II	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
1 Employee Totals	#	0	1	0	0	0	0	0	0	1	0
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00

Job Group Analysis

6RM — Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	Wht	Mal
30000066 - Claims Technician	#	0	1	0	0	0	0	0	0	1	0
1 Employee	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00
30000065 - Claims Technician, Assistant	#	1	1	0	0	0	1	0	0	0	0
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00
2 Employees Totals	#	1	2	0	0	0	1	0	0	1	0
	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00

Incumbency vs. Estimated Availability Report

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

Incumbency vs. Estimated Availability

1DR Officials/Admin - Directors

Total Emp: 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	17.91	26.53	5.86	3.34	5.23	0.34	0.61	2.53
Emp Less Avail?								
Statistical Value	0.821E	0.735E	0.941E	0.967E	0.948E	0.997E	0.994E	0.975E
Stat Significant?								
Shortfall								

1FL Officials/Admin - Financial

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	33.33	100.00	33.33	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				0.880E	0.902E	0.999E	1.000E	0.945E
Stat Significant?								
Shortfall								

1GA Officials/Admin - General Administrative

Total Emp: 3

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00
Availability %	10.21	61.13	6.38	1.03	1.52	0.33	0.05	0.91
Emp Less Avail?								
Statistical Value					0.955E	0.990E	0.999E	0.973E
Stat Significant?								
Shortfall								

1RM Officials/Admin - Risk Management

Total Emp: 4

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	11.66	58.24	3.67	2.95	2.07	0.04	0.02	2.92
Emp Less Avail?								
Statistical Value	0.609E		0.861E	0.887E	0.920E	0.998E	0.999E	0.888E
Stat Significant?								
Shortfall								

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

2AC Professionals - Accounting

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	13.31	61.26	5.33	4.78	1.61	0.16	0.08	1.33
Emp Less Avail?								
Statistical Value	0.867E		0.947E	0.952E	0.984E	0.998E	0.999E	0.987E
Stat Significant?								
Shortfall								

2IT Professionals - Information Technology

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	8.71	46.56	4.87	0.36	2.38	0.02	0.00	1.08
Emp Less Avail?								
Statistical Value	0.913E		0.951E	0.996E	0.976E	1.000E		0.989E
Stat Significant?								
Shortfall								

6LL Administrative Support - Legal

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00
Availability %	9.55	83.44	3.50	0.32	3.03	0.32	0.00	2.39
Emp Less Avail?								
Statistical Value				0.997E	0.970E	0.997E		0.976E
Stat Significant?								
Shortfall								

6OS Administrative Support - Office Support

Total Emp 1

	Min	Fem	Asi	Blk	His	Ind	Pac	Two
Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
Availability %	16.99	77.30	6.67	2.12	4.59	0.89	0.37	2.37
Emp Less Avail?								
Statistical Value	0.830E		0.933E	0.979E	0.954E	0.991E	0.996E	0.976E
Stat Significant?								
Shortfall								

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

6RM	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)

Shortfall

1DR Officials/Admin - Directors

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	0.1	0.0	0.1	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1FL Officials/Admin - Financial

Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	1	3	1	0	0	0	0	0		
	# Available	0.4	1.4	0.1	0.1	0.1	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		
3	# Employed	2	3	1	1	0	0	0	0		
	# Available	0.3	1.8	0.2	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

1RM Officials/Admin - Risk Management

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		

2AC Professionals - Accounting

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	0.1	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		

2IT Professionals - Information Technology

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 Administrative 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

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		

6RM		Administrative Support - Risk Management									
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.