

# City of Portland



## Citywide 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**

**Job Group  
Analysis  
Summary Report**

# **Job Group Analysis Report**

# **Incumbency vs. Estimated Availability Report**

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

# **Shortfall Report (Persons Required)**

(This is a supplemental report to the  
*“Incumbency vs. Estimated Availability  
Report”*)