



1100 Office of the City Auditor

Bureau Affirmative Action Program (AAP) Plan Reports

2021 AAP Annual Plan Reports 1/1/2020 to 12/31/2020

Adverse Impact for Applicants Calculated with White or Men as the Favored Group



The Job Group Analysis shows the jobs in each job group, the number of employees in each job, the number and percentage of people of color and women in each job, the total number of employees in each job group, and the total number and percentage of people of color and women in each job group as of 1/1/2021.

City of Portland

January 1, 2021 Annual Affirmative Action Plan - AI M&W FG

Job Group Analysis

1ES	Officials/Admin - E	Officials/Admin - Exempt											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
3000003 - Auditor, City		#	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			

Department: 1100 - City Auditor

Portland, OR

1GA Officials/Admin -	Officials/Admin - General Administrative											
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003231 - Auditor - IPR 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			
30003229 - Auditor - City Auditor Chief Deputy	#	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			
30003227 - Auditor - Manager I	#	2	1	0	2	0	0	0	0			
2 Employees	%	100.00	50.00	0.00	100.00	0.00	0.00	0.00	0.00			
30003218 - Auditor - Analyst III	#	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			
30003211 - Auditor - Analyst II	#	1	1	0	0	0	0	0	1			
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00			
30003205 - Auditor - Analyst I	#	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			
8 Employees Total	s #	3	5	0	2	0	0	0	1			
	%	37.50	62.50	0.00	25.00	0.00	0.00	0.00	12.50			

1PM C	Officials/Admin - P	rog	Officials/Admin - Program Management												
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two					
30003228 - Auditor - Audit Services Direc	tor	#	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					
30003225 - Auditor - City Archivist		#	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					
30003354 - Auditor - Coordinator IV		#	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					
3 Employees	Totals	#	0	3	0	0	0	0	0	0					
		%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00					

1SU	Officials/Admin - S	upe	ervisors	6							EEO Code: 1
Job Code & Title		[Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003224 - Auditor - Supervisor 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	

2CR	Professionals - Co	Professionals - Community Relations												
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two				
30003226 - Auditor - City Ombudsman		#	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				

2GA Professiona	Professionals - General Administrative											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003223 - Auditor - Performance Auditor III		#	1	2	1	0	0	0	0	0		
2 Employees		%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30003222 - Auditor - Investigator II		#	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		
30003216 - Auditor - Performance Auditor II		#	1	4	1	0	0	0	0	0		
6 Employees		%	16.67	66.67	16.67	0.00	0.00	0.00	0.00	0.00		
30003215 - Auditor - Investigator I		#	2	2	1	1	0	0	0	0		
7 Employees		%	28.57	28.57	14.29	14.29	0.00	0.00	0.00	0.00		
30003210 - Auditor - Performance Auditor 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		
30003202 - Auditor - Archives&RecordsCoordinator I		#	1	2	0	0	0	0	0	1		
2 Employees		%	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00		
19 Employees	Totals	#	5	10	3	1	0	0	0	1		
		%	26.32	52.63	15.79	5.26	0.00	0.00	0.00	5.26		

2IT	Professionals - Info	Professionals - Information Technology											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003213 - Auditor - Business System	ns Analyst II	#	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			

Professionals - Legal 2LL EEO Code: 2 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30003232 - Auditor - General Counsel # 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 1 Employee Totals # 0 1 0 0 0 0 0 0

100.00

0.00

0.00

0.00

0.00

0.00

0.00

%

0.00

2PM Professionals -	Progr	am Mar	ageme	nt						EEO Code: 2
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003214 - Auditor - Coordinator III	#	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	
30003212 - Auditor - Archives&RecordsCoordinatorIII	#	0	0	0	0	0	0	0	0	
2 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
30003206 - Auditor - Archives&RecordsCoordinator 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	
30003209 - Auditor - Coordinator 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	
6 Employees Tot	als #	1	4	0	0	1	0	0	0	
	%	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00	

6CR Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000589 - Community Service Aide 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	
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	

6GA Administrative Support - General Administrative

EEO Code: 6

	•••									
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003208 - Auditor - Clerk to City Council	#	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	
30003201 - Auditor - Administrative Specialist II	#	0	2	0	0	0	0	0	0	
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00	
4 Employees Totals	#	0	3	0	0	0	0	0	0	
	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00	

6OS Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000013 - Office Support Specialist III	#	1	1	1	0	0	0	0	0	
2 Employees	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	
2 Employees Totals	#	1	1	1	0	0	0	0	0	
	%	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00	

6PM Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003203 - Auditor - Coordinator 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	
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	

Incumbency vs. Estimated Availability Report

The Incumbency vs. Estimated Availability Report shows potential areas of underutilization of people of color and women by job group. It compares the percentage of people of color and women employed on 1/1/2021 to the estimated percentage of people of color and women available for each job group. If Employment is less than Availability, the Availability percentage becomes the Placement Goal for next year.

City of Portland

January 1, 2021 Annual Affirmative Action Plan - AI M&W FG

	1ES	Official	s/Admin	- Exemp	t					
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 %	19.66	30.90	4.81	0.26	4.54	4.19	0.03	5.83	
	Emp Less Avail?									
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?									
	1GA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
8	Employment %	37.50	62.50	0.00	25.00	0.00	0.00	0.00	12.50	
-	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81	
	Emp Less Avail?									
	Statistical Value			1.000E		1.000E	1.000E	1.000E		
	Stat Significant?									
	1PM	Official	s/Admin	- Progra	m Manag	ement				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Availability %	16.43	42.10	5.40	3.72	3.33	0.46	0.13	3.40	
	Emp Less Avail?									
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?									
	1SU	Officials/Admin - Supervisors								
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 %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29	
	Emp Less Avail?									
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	
	Stat Significant?									
	2CR	Profess	sionals -	Commur	nity Relat	ions				
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 %	12.40	48.66	4.51	0.09	3.26	2.00	0.00	2.55	
	Emp Less Avail?									
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E	
	Stat Significant?									

In the Statistical Value section, standard deviations of 1.96 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

:	2GA	Profess	sionals -	General	Administ	rative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
19	Employment %	26.32	52.63	15.79	5.26	0.00	0.00	0.00	5.26
	Availability %	18.49	44.67	8.38	1.06	6.66	0.94	0.15	1.28
	Emp Less Avail?								
	Statistical Value					0.634E	1.000E	1.000E	
	Stat Significant?								
	2IT	Profess	sionals -	Informati	ion Tech	nology			
Fotal 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 %	13.07	42.37	7.66	1.20	2.35	0.17	0.00	1.68
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	2LL	Profess	sionals -	Legal					
otal 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 %	9.82	34.80	2.16	1.14	3.78	0.42	0.00	2.33
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
1	2PM	Profess	sionals -	Program	Manage	ment			
otal Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %	16.67	66.67	0.00	0.00	16.67	0.00	0.00	0.00
·	Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?								
	Statistical Value	1.000E	1.000E	1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
(6CR	Admini	strative	Support -	Commu	nity Rela	ations		
		Min	Fem	Asi	Blk	His	Ind	Pac	Two
Total Emp			0.00	0.00	0.00	0.00	0.00	0.00	0.00
otal Emp 1	Employment %	0.00	0.00						
	Employment % Availability %	0.00	82.04	5.28	2.38	6.20	0.58	0.70	3.00
				5.28	2.38	6.20	0.58	0.70	3.00
	Availability %			5.28 1.000E	2.38 1.000E	6.20 1.000E	0.58 1.000E	0.70 1.000E	3.00 1.000E

In the Statistical Value section, standard deviations of 1.96 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	Admini	strative S	Support -	General	Adminis	strative		
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
4	Employment %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value	0.309E	0.479E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6	SOS	Admini	strative S	Support -	Office S	Support			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	50.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	28.58	66.66	9.48	3.79	8.84	0.47	0.22	5.75
	Emp Less Avail?								
	Statistical Value		1.000E		1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
6	6PM	Admini	strative S	Support -	Program	n Manago	ement		
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 %	23.40	66.38	6.06	5.32	7.99	0.71	0.20	3.09
	Emp Less Avail?								
	Statistical Value	1.000E	0.336E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								

Total Employment: 49

S - Significant Difference Rule

A group is considered underutilized when employment is less than the plan availability by a statistically significant amount.

In the Statistical Value section, standard deviations of 1.96 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

While the Incumbency vs. Estimated Availability Report compares the employment and the estimated availability in percentages, the Shortfall Report shows the number of persons required to meet the Placement Goal.

City of Portland January 1, 2021 Annual Affirmative Action Plan - AI M&W FG

Shortfall

,	1ES	Official	s/Admin	- Exemp	t					
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	0.0	0.0	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
1	IGA	Official	s/Admin	- Genera	l Admini	strative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
8	# Employed	3	5	0	2	0	0	0	1	
_	# Available	1.8	4.6	0.4	0.6	0.5	0.1	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
1	IPM	Official	s/Admin	- Progra	m Manag	jement			•	
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
3	# Employed	0	3	0	0	0	0	0	0	
U	# Available	0.5	1.3	0.2	0.1	0.1	0.0	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
	ISU	Official	s/Admin	- Superv	isors	1		1	1	
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Total Emp	# Employed	0	1	0	0	0	0	0 Pac	0	
1	# Available	0.2	0.5	0.1	0.1	0.0	0.0	0.0	0.0	
	Persons Required	0.2	0.0	0.1	0.1	0.0	0.0	0.0	0.0	
2	2CR		sionals -							
					-			-	_	
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	
2	2GA	Profess	sionals -	General	Administ	rative				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
19	# Employed	5	10	3	1	0	0	0	1	
	# Available	3.5	8.5	1.6	0.2	1.3	0.2	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
	2IT	Profess	sionals -	Informati	ion Tech	nology				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	0	0	0	0	0	0	0	
	# Available	0.1	0.4	0.1	0.0	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	

Shortfall

	2LL	Profess	sionals -	ادمم ا						
T () F				-	DU			5	-	
Total Emp	# Energlassed	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
1	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.1	0.3	0.0	0.0	0.0	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
4	2PM	Profess	ionals -	Program	Manage	ment				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
6	# Employed	1	4	0	0	1	0	0	0	
	# Available	1.6	4.0	0.3	0.5	0.7	0.1	0.0	0.1	
	Persons Required	0	0	0	0	0	0	0	0	
(6CR	Admini	strative \$	Support -	Commu	nitv Rela	tions			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
-	# Employed	0	0	0	0	0	0	Pac 0	0	
1	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0	
	Persons Required	0.2	0.0	0.1	0.0	0.1	0.0	0.0	0.0	
		Ū	Ū	Ū	Ū	Ū	Ū	Ū	Ŭ	
6	6GA	Admini	strative \$	Support -	General	Adminis	trative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
4	# Employed	0	3	0	0	0	0	0	0	
	# Available	1.3	3.4	0.2	0.4	0.5	0.0	0.0	0.2	
	Persons Required	0	0	0	0	0	0	0	0	
(6OS	A aluas ius i			Office C	upport			^	
		Admini	strative \$	Support -	Office 5	uppon				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Total Emp 2	# Employed						Ind 0	Pac 0	Two 0	
Total Emp 2	# Employed # Available	Min	Fem	Asi	Blk	His			-	
-		Min 1	Fem 1	Asi 1	Blk 0	His 0	0	0	0	
2	# Available	Min 1 0.6 0	Fem 1 1.3 0	Asi 1 0.2 0	BIk 0 0.1 0	His 0 0.2 0	0 0.0 0	0 0.0	0 0.1	
2	# Available Persons Required	Min 1 0.6 0 Admini	Fem 1 1.3 0 strative \$	Asi 1 0.2 0 Support -	BIk 0 0.1 0 Program	His 0 0.2 0 n Manage	0 0.0 0	0 0.0 0	0 0.1 0	
2 Total Emp	# Available Persons Required	Min 1 0.6 0 Admini Min	Fem 1 1.3 0 strative S	Asi 1 0.2 0 Support - Asi	Blk 0 0.1 0 Program Blk	His 0 0.2 0 Manage His	0 0.0 0 ement	0 0.0 0 Pac	0 0.1 0 Two	
2	# Available Persons Required 6PM # Employed	Min 1 0.6 0 Admini Min 0	Fem 1 1.3 0 strative \$ Fem 0	Asi 1 0.2 0 Support - Asi 0	Blk 0 0.1 0 Program Blk 0	His 0 0.2 0 Manage His 0	0 0.0 0 ement Ind 0	0 0.0 0 Pac 0	0 0.1 0 Two 0	
2 Total Emp	# Available Persons Required	Min 1 0.6 0 Admini Min	Fem 1 1.3 0 strative S	Asi 1 0.2 0 Support - Asi	Blk 0 0.1 0 Program Blk	His 0 0.2 0 Manage His	0 0.0 0 ement	0 0.0 0 Pac	0 0.1 0 Two	

S - Significant Difference Rule

A placement goal is set when employment is less than availability by a statistically significant amount.

* When a group tests as a small group according to the Rule of Nines, an alternate rule is used instead of the Significant Difference Rule.

Adverse Impact Report for Applicants

The Adverse Impact Report for Applicants helps to identify potential problem areas in the selection rates of applicants. Using the four-fifths rule (also called the 80% rule), the selection rate of applicants who are people of color or women is compared with the selection rate for applicants who are white or men). A selection rate for applicants of any group that is less than four-fifths (or 80%) of the selection rate for applicants who are white or men is an indication that hiring practices had an adverse impact on that group. Differences in selection rates that are not statistically significant are highlighted in yellow and those that are statistically significant are highlighted in red.

by Individual Race/Ethnicity

1GA		Officials Adminis	s/Admin - (strative	General				Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?								
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	
Statistical Value								-
Significant?								
Shortfall								
2LL		Professi	ionals - Le	egal				Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?								
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?								
Shortfall								
2PM		Professi Manage	ionals - Pr ment	ogram				Favored Group: N/A***
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?								
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin	Infin	-
Statistical Value								
Significant?								-
Shortfall								
6CR			strative Su nity Relati					Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		*						
Selection Ratio	Infin	1.00	Infin	Infin	Infin	Infin		
Selection Ratio		1	-		-			
Statistical Value Significant?		NO						-

by Individual Race/Ethnicity

6GA		Adminis Adminis	trative Su trative	ipport - G	eneral			Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	*	YES		YES		_
Selection Ratio	0.00	0.00	8.12	0.00	Infin	0.00		_
Statistical Value	0.353	0.375		0.125		0.279		_
Significant?	NO	NO	NO	NO		NO		_
Shortfall	0	0		0		0		
6PM		Adminis Manage	trative Su ment	ipport - Pr	ogram			Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		YES	YES			YES		
Selection Ratio	Infin	0.00	0.00	Infin	Infin	0.00		_
Statistical Value		0.189	0.189			0.267		
Significant?		NO	NO			NO		
Shortfall		0	0			0		_

by Total Minorities vs. Whites

1GA		Officials Adminis	/Admin - General trative	Favored Group: N/A***
	Min	Wht		
Adverse IRA?				
Selection Ratio	Infin	Infin	-	
Statistical Value			-	
Significant?			-	
Shortfall				
2LL		Profess	onals - Legal	Favored Group: Wht
	Min	Wht		
Adverse IRA?				
Selection Ratio	Infin			
Statistical Value				
Significant?				
Shortfall				
2PM		Profess Manage	ionals - Program ment	Favored Group: N/A***
	Min	Wht		
Adverse IRA?				
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?			_	
Shortfall			-	
6CR			trative Support - nity Relations	Favored Group: Wht
	b . 41			
	Min	Wht		
Adverse IRA?			-	
Selection Ratio	1.00		-	
Statistical Value	NO		-	
Significant?	NO		-	
Shortfall				
6GA		Adminis Adminis	trative Support - General trative	Favored Group: Wht
	Min	Wht		
Adverse IRA?	*	VIIL		
Selection Ratio	2.10		-	
Statistical Value	-			
Significant?	NO			
Shortfall				
onortian]	

by Total Minorities vs. Whites

6PM		Adminis Manage	trative Support - Program ment	Favored Group: Wht
	Min	Wht		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	0.377			
Significant?	NO			
Shortfall	0			

by Gender

IGA Officials/Administrative Favored Group: N// Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Solutial - - Significant? - - Shortfall - - Image: Significant? - - Shortfall - - Selection Ratio Infin Infin Statistical Value - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Shortfall - - Selection Ratio Infin Infin Management - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Shortfall - - Significant? - - Shortfall - - <th>1GA</th>	1GA
Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall 2LL Professionals - Legal Favored Group: N/, Term Mal Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall 2PM Professionals - Program Favored Group: N/, Management Shortfall 2PM Mal Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Selection Ratio Infin Infin Statistical Value Selection Ratio Infin Infin Statistical Value	IOA
Selection Ratio Infin Infin Statistical Value - Significant? Shortfall Shortfall Professionals - Legal Favored Group: N/A Mail Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Statistical Value Statistical Value Significant? Shortfall Statistical Value Shortfall Selection Ratio Infin Management Favored Group: N/A Management Selection Ratio Infin Adverse IRA? Selection Ratio Infin Significant? Shortfall Shortfall Selection Ratio Infin Administrative Support - Community Relations Favored Group: N/A Selection Ratio Infin Significant? <	
Statistical Value Image: Statistical Value Significant? Shortfall Professionals - Legal Favored Group: N// Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Shortfall Shortfall Shortfall Shortfall Shortfall Shortfall Shortfall Significant? Shortfall Shortfall Selection Ratio Infin Infin Infin Statistical Value Significant? Selection Ratio Infin Infin Infin Statistical Value Shortfall Selection Ratio Infin Adverse IRA? Selection Ratio Infin Statistical Value Selection Ratio Infin Statistical Value Selection Ratio Infin Statistical Value Significant?	verse IRA?
Significant? - - Shortfall - - 2LL Professionals - Legal Favored Group: N/A Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Shortfall - - 2PM Professionals - Program Management Favored Group: N/A Management Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Significant? - - Significant? - - Shortfall - - Selection Ratio Infin Infin Statistical Value - - Selection Ratio Infin Infin Statistical Value - - Selection Ratio Infin Infin S	lection Ratio
Shortfall Image: Constraint of the state of the st	atistical Value
2LL Professionals - Legal Favored Group: N// Adverse IRA? - - Selection Ratio Infin Infin Significant? - - Shortfall - - 2PM Professionals - Program Management Favored Group: N// Management 2PM Professionals - Program Management Favored Group: N// Management Selection Ratio Infin Infin Statistical Value - - Significant? - - Significant? - - Selection Ratio Infin Infin 6CR Administrative Support - Community Relations Favored Group: N// Community Relations Adverse IRA? - - Selection Ratio Infin Infin Adverse IRA? - - Selection Ratio Infin Favored Group: N// Community Relations Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Signi	gnificant?
Fem Mal Adverse IRA? - Selection Ratio Infin Significant? - Shortfall - Shortfall - Statistical Value - Shortfall - Professionals - Program Favored Group: N// Management Professionals - Program Favored Group: N// Management Adverse IRA? - Selection Ratio Infin Infin Infin Statistical Value - Significant? - 6CR Administrative Support - Community Relations Fem Mal Adverse IRA? - Selection Ratio Infin Infin Infin Statistical Value - Selection Ratio Infin Adverse IRA? - Selection Ratio Infin Infin Infin Statistical Value - Significant? - Shortfall - 6GA Administrative Support - General Favor	ortfall
Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall Professionals - Program Favored Group: N// Management Selection Ratio Infin Infin Statistical Value Significant? Shortfall Selection Ratio Infin Infin Statistical Value Significant? Shortfall Selection Ratio Infin Infin Statistical Value Significant? Selection Ratio Infin Infin Statistical Value Significant? Selection Ratio Infin Infin Statistical Value Selection Ratio Infin Infin Statistical Value Significant? Selection Ratio Infin Infin Statistical Value Significant? Shortfall Statistical Value Significant? Shortfall Shortfall Shortfall	2LL
Selection Ratio Infin Infin Statistical Value	
Statistical Value - Statistical Value - Shortfall - 2PM Professionals - Program Management Adverse IRA? - - - Selection Ratio Infin Infin Infin Statistical Value - Significant? - Significant? - 6CR Administrative Support - Community Relations Fem Mal Adverse IRA? - Significant? - Significant? - Selection Ratio Infin Infin Infin Significant? - Selection Ratio Infin Infin Infin Statistical Value - Significant?	verse IRA?
Significant? Shortfall 2PM Professionals - Program Management Favored Group: N// Management Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall 6CR Administrative Support - Community Relations Favored Group: N// Community Relations Adverse IRA? Selection Ratio Infin Infin Adverse IRA? Selection Ratio Infin Infin Statistical Value Selection Ratio Infin Infin Statistical Value Significant? Significant? Significant? Shortfall GGA Administrative Support - General Favored Group: Ma	lection Ratio
Shortfall Image: Constraint of the second secon	
Professionals - Program Management Favored Group: N// Management Favored Group: N// Management Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - - Significant? - - Shortfall - - Mainistrative Support - Community Relations Favored Group: N// Community Relations Fem Mai Adverse IRA? - - Selection Ratio Infin Infin Statistical Value Favored Group: N// Community Relations Favored Group: N// Community Relations Management Mai Adverse IRA? - - Selection Ratio Infin Infin Statistical Value - Significant? - - - - Shortfall - - - - 6GA Administrative Support - General Favored Group: Mai	gnificant?
Foressionals - Program Namagement Management Management Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Shortfall 6CR Administrative Support - Community Relations Fem Mal Adverse IRA? Selection Ratio Infin Management Favored Group: N// Selection Ratio Infin Adverse IRA? Selection Ratio Infin Statistical Value Significant? Significant? Significant? 6GA Administrative Support - General Favored Group: Ma Favored Group: Ma	ortfall
Fem Mal Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Shortfall 6CR Administrative Support - Community Relations Favored Group: N// Community Relations Adverse IRA? Selection Ratio Infin Infin Adverse IRA? Selection Ratio Infin Infin Statistical Value Selection Ratio Infin Infin Statistical Value Significant? Shortfall 6GA Administrative Support - General Favored Group: Ma	2PM
Adverse IRA? Selection Ratio Infin Statistical Value Significant? Shortfall Book Administrative Support - Community Relations Fem Mal Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Selection Ratio Infin Infin Infin Statistical Value Selection Ratio Infin Significant? Shortfall Shortfall Mainistrative Support - General Favored Group: Mainistrative Support - General	
Selection Ratio Infin Infin Statistical Value - - Significant? Shortfall 6CR Administrative Support - Community Relations Favored Group: N// 6CR Mal Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall 6GA Administrative Support - General Favored Group: Mathematical Group: Mathmatical Group: Mathematical Group: Mathmathmatical Gr	
Statistical Value Image: Statistical Value Significant? Shortfall Image: Support - Community Relations 6CR Administrative Support - Community Relations Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Image: Significant? Significant? Shortfall Image: Support - General	
Significant? Shortfall 6CR Administrative Support - Community Relations 6CR Fem Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Significant? Shortfall 6GA Administrative Support - General	
Shortfall Image: Shortfall Favored Group: N/A 6CR Administrative Support - Community Relations Favored Group: N/A Adverse IRA? Selection Ratio Infin Infin Statistical Value Shortfall Administrative Support - General Favored Group: Ma	
6CR Administrative Support - Community Relations Favored Group: N// Adverse IRA? Selection Ratio Infin Infin Statistical Value Significant? Shortfall 6GA Administrative Support - General Favored Group: Ma	
Administrative Support - Community Relations Favored Group: Mail Adverse IRA? Selection Ratio Infin Infin Infin Statistical Value Shortfall 6GA Administrative Support - General	
Adverse IRA? Selection Ratio Infin Statistical Value Significant? Shortfall 6GA Administrative Support - General Favored Group: Material	UCK
Selection Ratio Infin Infin Statistical Value	
Statistical Value	verse IRA?
Significant? Shortfall 6GA Administrative Support - General Favored Group: Ma	lection Ratio
Shortfall GGA Administrative Support - General Favored Group: Ma	atistical Value
6GA Administrative Support - General Favored Group: Ma	gnificant?
Automistrative Support - General Automotion Parenter Ma	ortfall
	6GA
Fem Mal	
Adverse IRA? YES	
Selection Ratio 0.37	
Statistical Value 0.748	
Significant? NO	
Shortfall 0	
Shortiali	ortfall

Adverse Impact for Applicants

For Period: 1/1/2020 to 12/31/2020

by Gender

6PM		Adminis Manage	trative Support - Program ment	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.00			
Statistical Value	1.112			
Significant?	NO			
Shortfall	0			

Infin - indicates that the denominator was zero

"--" indicates that the result could not be calculated

^ Standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups under 30, scores are marked with "F" and use Fisher's Exact test. "F" scores of .025 or less are generally regarded as statistically significant.

*** indicates that favored group could not be determined.

Applicants with missing race information are included in calculations by gender. Applicants with missing gender information are included in calculations by race.

Goal Attainment is progress made through hiring and promotion in meeting placement goals from the prior year. Since there was not a 2020 Annual AAP, Goal Attainment was calculated using a start point analysis. Starting with the 1/1/21 roster, the new hires that took place in 2020 were removed and employees who separated in 2020 were added back in to obtain a projection of what the roster would have looked like as of 1/1/2020. Goals for 2020 were calculated accordingly.

City of Portland January 1, 2021 Annual Affirmative Action Plan - AI M&W FG

1CI		Officials/A	dmin - Code	Inspections	;					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal					45.32					
New Hire	0				0 N/A	N I				
Promotion	0				0 N/A	N I				
Total Opps	0				0 N/A	A l				
Achieved? *					NO OPPS					

1EC	2	Officials/A	Admin - Emer	gency Comr	nunication						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			65.42								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

1EF	R	Officials/	Admin - Engi	neering & Re	elated						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal				11.96							
New Hire	0			0 N/A							
Promotion	0			0 N/A							
Total Opps	0			0 N/A							
Achieved? *				NO OPPS							

2AC	;	Professior	nals - Accour	nting						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						13.40				
New Hire	0					0 N/A				
Promotion	0					0 N/A				
Total Opps	0					0 N/A				
Achieved? *						NO OPPS				

2F	I	Professio	nals - Fire							
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			78.26							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

2HF	२	Professio	nals - Human	Resources						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			85.57							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

2PL		Professior	als - Plannir	ng								
	Total	Min	Fem	Asi	BI	(His	Ind	Pac	Two		
Prior Year Goal					4.57							
New Hire	0				0	N/A						
Promotion	0				0	N/A						
Total Opps	0				0	N/A						
Achieved? *					NO OF	PPS						

2PN	Л	Profession	nals - Progra	m Managem	ent						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			66.18								
New Hire	1		1 100.00								
Promotion	0		0 N/A								
Total Opps	1		1 100.00								
Achieved? *			YES								

3B	I	Technicia	ns - Building	Inspections	;						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			59.41						7.53		
New Hire	0		0 N/A						0 N/	A	
Promotion	0		0 N/A						0 N/	A	
Total Opps	0		0 N/A						0 N/	A	
Achieved? *			NO OPPS						NO OPPS		

3B(C	Technicia	ns - Botanic								
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			59.41								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

3C	I	Technicia	ns - Code Ins	pections						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			59.41							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

3EI	-	Technicia	ns - Electroni	cs						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			21.15							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

3ER	R	Techniciar	ns - Engineer	ring & Relate	d					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						6.91				
New Hire	0					0 N/A	N I I I I I I I I I I I I I I I I I I I			
Promotion	0					0 N/A	N I I I I I I I I I I I I I I I I I I I			
Total Opps	0					0 N/A	N I I I I I I I I I I I I I I I I I I I			
Achieved? *						NO OPPS				

3W/	Д	Technicia	ns - Water							
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			59.41							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

4FI-	1	Protective	e Service-Swo	orn-Fire-Enti	ry							
	Total	Min	Fem	Asi	Blk		His	Ind	Pac	Two		
Prior Year Goal					8.16							
New Hire	0				0	N/A						
Promotion	0				0	N/A						
Total Opps	0				0	N/A						
Achieved? *					NO OPP	PS						

4LE-	1	Protective	Service-Swo	orn-Law Enf	r-Entry							
	Total	Min	Fem	Asi	BI	<	His	S	Ind	Pac	Two	
Prior Year Goal		29.57			12.25		13.24					
New Hire	0	0 N/A			0	N/A	0	N/A				
Promotion	0	0 N/A			0	N/A	0	N/A				
Total Opps	0	0 N/A			0	N/A	0	N/A				
Achieved? *		NO OPPS			NO OF	PPS	NO OI	PPS				

4LE-	2	Protective	Service-Swo	orn-Law Enfr	-Mid Level					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal		20.29							3.33	
New Hire	0	0 N/A							0 N/A	
Promotion	0	0 N/A							0 N/A	
Total Opps	0	0 N/A							0 N/A	
Achieved? *		NO OPPS							NO OPPS	

4LE-	-4	Protective	e Service-Swo	orn-Law Enfr	-Executive					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						40.00				
New Hire	0					0 N/A	A			
Promotion	0					0 N/A	4			
Total Opps	0					0 N/A	A			
Achieved? *						NO OPPS				

5CI		Protectiv	e Service - No	n-Sworn - C	Code Inspect	ons					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			62.68								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

5PF	२	Protective	e Service - Nor	n-Sworn - Pa	arks/Recreat	ion				
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			62.68							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

6C	l	Administr	ative Support	- Code Insp	ections						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			70.10								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

6CR	ł	Administ	rative Support	- Communi	ty Relations						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			82.04								
New Hire	2		2 100.00								
Promotion	0		0 N/A								
Total Opps	2		2 100.00								
Achieved? *			YES								

6GA	١	Administra	ative Suppor	t - General A	dministrativ	/e				
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						12.43				
New Hire	2					1 50.00				
Promotion	0					0 N/A				
Total Opps	2					1 50.00				
Achieved? *						YES				

6SF	C	Administ	rative Support	- Store & Pu	urchases						
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Prior Year Goal			64.54								
New Hire	0		0 N/A								
Promotion	0		0 N/A								
Total Opps	0		0 N/A								
Achieved? *			NO OPPS								

7GM		Skille	Skilled Craft - General Maintenance/Trades											
	Total	Mir	1	Fem	Asi	Blk	His	6	Ind	Pac	Two			
Prior Year Goal		24.54					10.81							
New Hire	0	0	N/A				0	N/A						
Promotion	0	0	N/A				0	N/A						
Total Opps	0	0	N/A				0	N/A						
Achieved? *		NO OPPS					NO OF	PPS						

7WA		Skilled Craft - Water										
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
Prior Year Goal		36.60			15.90							
New Hire	0	0 N/A			0 N/A							
Promotion	0	0 N/A			0 N/A							
Total Opps	0	0 N/A			0 N/A							
Achieved? *		NO OPPS			NO OPPS							

8GM		Servi	Service Maintenance - General Maintenance/Trades										
	Total	Mir	۱	Fem	Asi	Blk	His	Ind	Pac	Two			
Prior Year Goal		39.60					30.29						
New Hire	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I					
Promotion	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I					
Total Opps	0	0	N/A				0 N/A	N I I I I I I I I I I I I I I I I I I I					
Achieved? *		NO OF	PPS				NO OPPS						

8PR		Service M	Service Maintenance - Parks/Recreation											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two					
Prior Year Goal			72.20											
New Hire	0		0 N/A											
Promotion	0		0 N/A											
Total Opps	0		0 N/A											
Achieved? *			NO OPPS											

Note - there was no prior year goal required for categories not listed above.

* YES = within one person of exceeding prior year goal

LIMITED = Limited Opportunities. This indicates the prior year goal percent multiplied by total opportunities to the job group was less than one person.