# City of Portland



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 Based on 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.

Department: 1100 - City Auditor Portland OR January 1, 2021 Annual Affirmative Action Plan

January 1, 2021 Annual Annualive Action	i iaii										Portia	and, OK
Job Group Analysis												
1ES Officials/Admin - Exempt												
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000003 - 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		

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 Totals	3 #	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 Official	Officials/Admin - Program Management												
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003228 - Auditor - Audit Services Director		#	0	1	0	0	0	0	0	0			
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			

### Job Group Analysis Officials/Admin - Supervisors 1SU EEO Code: 1 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30003224 - Auditor - Supervisor II # 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 % 0.00 100.00 0.00 0.00 0.00 0.00 0.00 0.00

Job Group Analysis												
2CR	Professionals - Co	mm	unity R	Relation	S						EEO	Code: 2
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 Professionals	Professionals - General Administrative												
Job Code & Title		I	Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003223 - Auditor - Performance Auditor III	;	#	1	2	1	0	0	0	0	0			
2 Employees	C	% 5	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		% 1	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	C	% 2	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	C	%	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	C	% 5	50.00	100.00	0.00	0.00	0.00	0.00	0.00	50.00			
19 Employees To	tals	#	5	10	3	1	0	0	0	1			
	C	% 2	26.32	52.63	15.79	5.26	0.00	0.00	0.00	5.26			

# Job Group Analysis 2IT Professionals - Information Technology EEO Code: 2 Job Code & Title Min Fem Asi Blk His Ind Pac Two

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003213 - Auditor - Business Systems 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	

, ,												
2LL	Professionals - Leç	gal									EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003232 - Auditor - General Counsel		#	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		

2PM Professionals -	Professionals - Program Management												
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 To	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				

Job Group Analysis												
6CR	Administrative Sup	ро	rt - Con	nmunity	/ Relati	ons					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 A	dministrative Sup		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 Specia	llist 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		

Job Group Analysis												
6OS	Administrative Sup	ро	rt - Offi	ce Sup <sub>l</sub>	port						EEO	Code: 6
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000013 - Office Support Specialist I	II	#	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		

Job Group Analysis												
6PM	Administrative Sup	ро	rt - Pro	gram M	anagen	nent					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.

January 1, 2021 Annual Affirmative Action Plan

Department: 1100 - City Portland, OR

## Incumbency vs. Estimated Availability

	•			,					
	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?								
	IGA	Official	s/Admin	- Genera	l Admini	strative			
Total Emp	. 67 (	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	37.50	62.50	0.00	25.00	0.00	0.00	0.00	12.50
8	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.00	2.81
	Emp Less Avail?	22.49	31.82	5.10	1.52	5.94	1.02	0.04	2.01
	Statistical Value			1.000E		1.000E	1.000E	1.000E	
	Stat Significant?			1.0002		1.0002	1.0002	1.0002	
	otat orginiloant:								
1	IPM	Official	s/Admin	- Progra	m Manag	jement			
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	Official	s/Admin	- Superv	isors	1	1	1	1
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	itv Relat	ions		1	1
							Ind	Doo	Two
Total Emp	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
1	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Emp Less Avail?	12.40	48.66	4.51	0.09	3.26	2.00	0.00	2.55
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E		1.000E
	Stat Significant?	1.000L		1.000L	1.000L	1.000L	1.000L		1.0001
	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

A A	2GA	Profess	sionals -	General	Administ	rative					
Total Emp 19	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 26.32 18.49	Fem 52.63 44.67	Asi 15.79 8.38	5.26 1.06	His 0.00 6.66 0.634E	0.00 0.94 1.000E	0.00 0.15 1.000E	Two 5.26 1.28		
	2IT	Profess	sionals -	Informat	ion Tech	nology					
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 13.07 1.000E	0.00 42.37 1.000E	Asi 0.00 7.66 1.000E	9 Blk 0.00 1.20 1.000E	His 0.00 2.35 1.000E	0.00 0.17 1.000E	9.00 0.00 0.00	Two 0.00 1.68		
	2LL	Profess	Professionals - Legal								
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 9.82 1.000E	Fem 100.00 34.80	Asi 0.00 2.16 1.000E	0.00 1.14 1.000E	His 0.00 3.78 1.000E	0.00 0.42 1.000E	0.00 0.00	Two 0.00 2.33 1.000E		
2	2PM	Profess	Professionals - Program Management								
Total Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 16.67 26.91 1.000E	Fem 66.67 67.23	Asi 0.00 4.59 1.000E	91k 0.00 7.97 1.000E	His 16.67 11.04	0.00 0.96 1.000E	0.00 0.09 1.000E	Two 0.00 2.27 1.000E		
(	6CR	Admini	strative	Support -	- Commu	nity Rela	ations				
Total Emp 1	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 18.14 1.000E	0.00 82.04 0.180E	Asi 0.00 5.28 1.000E	Blk 0.00 2.38 1.000E	0.00 6.20 1.000E	0.00 0.58 1.000E	0.00 0.70 1.000E	Two 0.00 3.00		

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?								
6OS Administrative Support - Office 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	SPM	Admini	strative S	Support -	Progran	n Manag	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

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.

S - Significant Difference Rule

# **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.

# Department: 1100 - City Portland, OR

# Shortfall

	450										
1	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	Officials/Admin - General Administrative									
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	- Prograi	m Manag	jement					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3	# Employed	0	3	0	0	0	0	0	0		
	# 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		
1	1SU	Official	Officials/Admin - Supervisors								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.2	0.5	0.1	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
2	2CR	Professionals - Community Relations									
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 <i>i</i>	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	on 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

	01.1											
2	2LL	Profess	ionals - I	Legal								
Total Emp		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			
2	2PM	Profess	Professionals - Program Management									
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			
6	6CR	Admini	strative S	Support -	Commu	nity Rela	tions					
Total From								Doo	Tura			
Total Emp	# Employed	Min 0	Fem 0	Asi 0	Blk 0	His 0	Ind 0	Pac 0	Two 0			
1	# Available	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0			
	Persons Required	0.2	0.8	0.1	0.0	0.1	0.0	0.0	0.0			
	i ordono rtoganoa	U	0					0	U			
					-							
6	6GA	Admini	strative S	Support -	General	Adminis	trative					
Total Emp	6GA	Admini Min	strative S	Support -	General	Adminis	trative	Pac	Two			
	6GA # Employed							Pac 0	Two 0			
Total Emp		Min	Fem	Asi	Blk	His	Ind					
Total Emp	# Employed	Min 0	Fem 3	Asi 0	Blk 0	His 0	Ind 0	0	0			
Total Emp 4	# Employed # Available	Min 0 1.3	Fem 3 3.4	Asi 0 0.2 0	BIk 0 0.4 0	His 0 0.5 0	0 0.0	0.0	0			
Total Emp 4	# Employed # Available Persons Required	Min 0 1.3	Fem 3 3.4 0	Asi 0 0.2 0	BIk 0 0.4 0	His 0 0.5 0	0 0.0	0.0	0			
Total Emp 4 Total Emp	# Employed # Available Persons Required	Min 0 1.3 0 Admini	Fem 3 3.4 0 strative S	Asi 0 0.2 0 Support -	Blk 0 0.4 0	His 0 0.5 0	0 0.0 0	0 0.0 0	0 0.2 0			
Total Emp 4	# Employed # Available Persons Required	Min 0 1.3 0 Admini	Fem 3 3.4 0 strative \$	Asi 0 0.2 0 Support -	Blk 0 0.4 0 Office S	His 0 0.5 0 Support	Ind 0 0.0 0	0 0.0 0	0 0.2 0			
Total Emp 4 Total Emp	# Employed # Available Persons Required 6OS # Employed	Min 0 1.3 0 Admini Min 1	Fem 3 3.4 0 strative S Fem 1	Asi 0 0.2 0 Support -	Blk 0 0.4 0 Office S Blk 0	His 0 0.5 0 Support His 0	Ind 0 0.0 0	0 0.0 0	0 0.2 0			
Total Emp 4  Total Emp 2	# Employed # Available Persons Required 6OS # Employed # Available	Min 0 1.3 0 Admini Min 1 0.6 0	Fem 3 3.4 0 strative \$ Fem 1 1.3 0	Asi 0 0.2 0 Support - Asi 1 0.2 0	Blk 0 0.4 0 Office S Blk 0 0.1 0	His 0 0.5 0 Cupport His 0 0.2	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0	0 0.2 0 Two 0 0.1			
Total Emp 4  Total Emp 2	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 0 1.3 0 Admini Min 1 0.6 0	Fem 3 3.4 0 strative \$ Fem 1 1.3 0	Asi 0 0.2 0 Support - Asi 1 0.2 0	Blk 0 0.4 0 Office S Blk 0 0.1 0	His 0 0.5 0 Cupport His 0 0.2 0	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0	0 0.2 0 Two 0 0.1			
Total Emp 4  Total Emp 2	# Employed # Available Persons Required 6OS # Employed # Available Persons Required	Min 0 1.3 0 Admini Min 1 0.6 0 Admini	Fem 3 3.4 0 strative S Fem 1 1.3 0 strative S	Asi 0 0.2 0 Support - Asi 1 0.2 0	Blk 0 0.4 0 Office S Blk 0 0.1 0 Progran	His 0 0.5 0 Support His 0 0.2 0 m Manage	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0 Pac 0 0.0	0 0.2 0 Two 0 0.1			
Total Emp 4  Total Emp 2	# Employed # Available Persons Required 6OS # Employed # Available Persons Required 6PM	Min 0 1.3 0 Admini Min 1 0.6 0 Admini Min	Fem 3 3.4 0 strative S Fem 1 1.3 0 strative S	Asi 0 0.2 0 Support - Asi 1 0.2 0 Support -	Blk 0 0.4 0 Office S Blk 0 0.1 0 Program	His  0 0.5 0 Support His 0 0.2 0 m Manage His	Ind 0 0.0 0 Ind 0 0.0 0	0 0.0 0 Pac 0 0.0 0	0 0.2 0 Two 0 0.1 0			

S - Significant Difference Rule

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

<sup>\*</sup> 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 from each non-favored group is compared with the selection rate from the favored group. A selection rate for any group that is less than four-fifths (or 80%) of the rate for the group with the highest selection rate 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.

# City of Portland January 1, 2021 Annual Affirmative Action Plan

Department: 1100 - City Portland, OR

# Adverse Impact for Applicants For Period: 1/1/2020 to 12/31/2020

### by Individual Race/Ethnicity

1GA		Officials, Adminis	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	onals - 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 Manager	onals - Pr nent	ogram				Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES				YES	YES	
Selection Ratio	0.00	0.00		Infin	Infin	0.00	0.00	
Statistical Value	0.750F	0.600F				0.600F	0.207F	
Significant?	NO	NO				NO	NO	
Shortfall	0	0				0	0	
6CR		Adminis Commur	Favored Group: Wht					
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		NO						
Selection Ratio	Infin	1.00	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?		NO						
Shortfall								

### by Individual Race/Ethnicity

6GA		Administrative Support - General Administrative						Favored Group: His
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES		YES		YES	YES	
Selection Ratio	0.00	0.00		0.00	Infin	0.00	0.12	
Statistical Value	0.500F	0.471F		0.889F		0.615F	1.792	
Significant?	NO	NO		NO		NO	NO	
Shortfall	0	0		0		0	0	
6PM		Adminis Manager		pport - Pr	ogram			Favored Group: Wht
	Λ - '							
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	ASI 	Blk YES	His YES	Ind 	Pac 	Two YES	Wht	
Adverse IRA? Selection Ratio							Wht	
		YES	YES			YES	Wht	
Selection Ratio		YES 0.00	YES 0.00			YES 0.00	Wht	

by Total Williontie	3 V3. VVIII	163		
1GA		Officials Adminis	/Admin - General trative	Favored Group: Min
	Min	Wht		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		1.677		
Significant?		NO		
Shortfall		0		
2LL		Professi	onals - Legal	Favored Group: Wht
	Min	Wht		
Adverse IRA?				
Selection Ratio	Infin			
Statistical Value				
Significant?				
Shortfall				
2PM	,	Drofossi	anala Dragger	Fourted Croup: Min
2		Managei	onals - Program ment	Favored Group: Min
	Min	Wht		
Adverse IRA?	IVIIII	YES		
Selection Ratio		0.00		
Statistical Value		1.215		
Significant?		NO		
Shortfall		0		
6CR		A .1	tooti a <b>O</b> a sant	Fourted Crown M.
0011			trative Support - nity Relations	Favored Group: Min
	Min	Wht		
Adverse IRA?	Min	NO		
Selection Ratio		1.00		
Statistical Value		1.00		
Significant?		NO		
Shortfall		110		
6GA		Adminis Adminis	trative Support - General trative	Favored Group: Min
	Min	Wht		
Adverse IRA?	IVIIII	YES		
Selection Ratio		0.48		
Statistical Value		0.541		
Significant?		NO		
Shortfall		0		
Chortian				

### 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	Gen	der
----	-----	-----

by Gerider				
1GA		Officials Adminis	/Admin - General trative	Favored Group: Fem
	Fem	Mal		
Adverse IRA?	1 0111	YES		
Selection Ratio		0.00		
Statistical Value		0.989		
Significant?		NO		
Shortfall		0		
2LL		Professi	onals - Legal	Favored Group: Fem
	Fem	Mal	•	
Adverse IRA?	I GIII	YES		
Selection Ratio		0.00		
Statistical Value		0.455F		
Significant?		NO		
Shortfall		0		
2PM				
ZPIVI		Professi Managei	onals - Program ment	Favored Group: Fem
	Fem	Mal		
Adverse IRA?	1 0111	YES		
Selection Ratio		0.00		
Statistical Value		0.801		
Significant?		NO		
Shortfall		0		
6CR			trative Support - nity Relations	Favored Group: Fem
	Fem	Mal		
Adverse IRA?				
Selection Ratio		Infin		
Statistical Value				
Significant?				
Shortfall				
6GA		Adminis Adminis	trative Support - General trative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES	IVIGI		
Selection Ratio	0.37			
Statistical Value	0.748			
Significant?	NO			
Shortfall	0			
		1		

# 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

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

<sup>&</sup>quot;--" indicates that the result could not be calculated

<sup>^</sup> 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.

<sup>\*\*\*</sup> indicates that favored group could not be determined.

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 Department: 1100 - City Auditor Portland, OR

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	I/A					
Promotion	0				0 N	I/A					
Total Opps	0				0 N	I/A					
Achieved? *					NO OPPS						

1EC		Officials/A	Officials/Admin - Emergency Communication											
	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											

1ER	2	Officials/A	dmin - Eng	ineering & 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	;	Profession	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				

2FI		Profession	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	2	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		Profession	nals - Plannin	ıg							
	Total	Min	Fem	Asi	Blk		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 OPF	PS					

2PM	1	Professio	nals - Prograr	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							

3BI		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	

3ВС	)	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							

3CI		Technicia	Technicians - Code Inspections										
	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										

3EL		Technicia	ns - Electronio	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	1							

3ER	2	Techniciar	chnicians - Engineering & Related											
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two					
Prior Year Goal						6.91								
New Hire	0					0 N/A								
Promotion	0					0 N/A								
Total Opps	0					0 N/A								
Achieved? *						NO OPPS								

3WA	4	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	otective Service-Sworn-Fire-Entry										
	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 OPPS								

4LE-	-1	Protective	Protective Service-Sworn-Law Enfr-Entry										
	Total	Min	Fem	Asi	Blk	ŀ	His	Ind	Pac	Two			
Prior Year Goal		29.57			12.25	13.2	24						
New Hire	0	0 N/A			1 0	N/A	0 N/A						
Promotion	0	0 N/A			1 0	N/A	0 N/A						
Total Opps	0	0 N/A			1 0	N/A	0 N/A						
Achieved? *		NO OPPS			NO OPPS	NO	OPPS						

4LE-	4LE-2  Total  or Year Goal  New Hire 0  Promotion 0		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	Service-Swo	rn-Law Enfr	-Executive					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						40.00				
New Hire	0					0 N/A				
Promotion	0					0 N/A				
Total Opps	0					0 N/A				
Achieved? *						NO OPPS				

5CI		Protective	Service - No	n-Sworn - C	ode Inspectio	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							

5PR	₹	Protective	Protective Service - Non-Sworn - Parks/Recreation										
	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										

6CI		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	1						

6CR	2	Administr	ative 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		Administr	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				

6SP		Administr	Administrative Support - Store & Purchases												
	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		Skilled Cra	Skilled Craft - General Maintenance/Trades											
	Total	Min	Fem	Asi	Blk	His	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? *	eved? * NO OF					NO OPPS								

7WA		Skilled Cra	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 OPP	PS							

8GM		Service Ma	Service Maintenance - General Maintenance/Trades												
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Prior Year Goal		39.60				30.29									
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									

8PR		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.

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

<sup>\*</sup> YES = within one person of exceeding prior year goal