## City of Portland



1290 OMF-Office of the Chief Administrative Officer

## 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.

Department: 1290 - OMF-CAO January 1, 2021 Annual Affirmative Action Plan - Al M&W FG Portland, OR

<b>Job Group Analysis</b>											
1CR	Officials/Admin - Com	munity	Relatio	ons						EEO	Code: 1
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003096 - Public Information 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	
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	Analy	/sis
UUN	CICAP	/ tildi	, 5:5

1DR	Officials/Admin - Directors										EEO Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003016 - Chief Administrative Office	r	#	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	

1ER Officials/Admin - Engineering & Related											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003015 - Capital Project Manager IV		#	1	0	1	0	0	0	0	0	
1 Employee		%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	
30003014 - Capital Project Manager III		#	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	
30003013 - Capital Project Manager II		#	0	0	0	0	0	0	0	0	
3 Employees		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
7 Employees	Totals	#	1	3	1	0	0	0	0	0	
		%	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00	

1FL	Officials/Admin - F	ina	ncial								EEO Code: 1
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003056 - Financial Analyst III		#	2	2	0	0	2	0	0	0	
5 Employees		%	40.00	40.00	0.00	0.00	40.00	0.00	0.00	0.00	
30003055 - Financial Analyst II		#	2	2	1	0	1	0	0	0	
6 Employees		%	33.33	33.33	16.67	0.00	16.67	0.00	0.00	0.00	
30003054 - Financial Analyst I		#	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	
12 Employees	Totals	#	4	5	1	0	3	0	0	0	
		%	33.33	41.67	8.33	0.00	25.00	0.00	0.00	0.00	

1GA Officials/Admin - General Administrative EEO C										EEO Code: 1
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003032 - Deputy Chief Administrative Officer	#	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	
30003083 - Manager III	#	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	
30003082 - Manager II	#	1	0	0	0	0	0	0	1	
1 Employee	%	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	
30003326 - Community Service Aide IV	#	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	
30003009 - Analyst IV	#	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	
30003081 - Manager I	#	1	2	0	0	1	0	0	0	
5 Employees	%	20.00	40.00	0.00	0.00	20.00	0.00	0.00	0.00	
30003008 - Analyst III	#	1	5	0	0	1	0	0	0	
10 Employees	%	10.00	50.00	0.00	0.00	10.00	0.00	0.00	0.00	
30003007 - Analyst II	#	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	
30003006 - Analyst I	#	1	1	0	1	0	0	0	0	
3 Employees	%	33.33	33.33	0.00	33.33	0.00	0.00	0.00	0.00	
27 Employees Tot	als #	4	15	0	1	2	0	0	1	
	%	14.81	55.56	0.00	3.70	7.41	0.00	0.00	3.70	

•												
<b>1SU</b>	Officials/Admin - S	Officials/Admin - Supervisors										
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003104 - Supervisor 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		
30003103 - Supervisor I - E		#	2	0	1	0	1	0	0	0		
6 Employees		%	33.33	0.00	16.67	0.00	16.67	0.00	0.00	0.00		
8 Employees	Totals	#	3	1	2	0	1	0	0	0		
		%	37.50	12.50	25.00	0.00	12.50	0.00	0.00	0.00		

Job Group Analysis											
2AC	Professionals - Ac	cou	inting								EEO Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000063 - Accountant II		#	3	4	3	0	0	0	0	0	
5 Employees		%	60.00	80.00	60.00	0.00	0.00	0.00	0.00	0.00	
5 Employees	Totals	#	3	4	3	0	0	0	0	0	
		%	60.00	80.00	60.00	0.00	0.00	0.00	0.00	0.00	

#### **Job Group Analysis** 2ER **Professionals - Engineering & Related** EEO Code: 2 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30000368 - Engineer-Mechanical # 0 0 1 1 0 0 0 0 % 2 Employees 50.00 0.00 50.00 0.00 0.00 0.00 0.00 0.00

0

0.00

1

50.00

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1

50.00

Totals

%

2 Employees

Job	Group	Analy	/sis
UUD	CICUP	Allai	7313

2IT Professionals - Information Technology											EEO Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003011 - Business Systems Analyst 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	

2LL	Professionals - Leg	gal									EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003451 - Hearings Officer, Chief		#	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		
30003450 - Hearings Officer		#	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		
2 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

2PM Professionals - Program Management												
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003029 - Coordinator III		#	1	2	0	0	0	1	0	0		
4 Employees		%	25.00	50.00	0.00	0.00	0.00	25.00	0.00	0.00		
30003028 - Coordinator II		#	2	5	0	0	1	0	0	1		
11 Employees		%	18.18	45.45	0.00	0.00	9.09	0.00	0.00	9.09		
15 Employees	Totals	#	3	7	0	0	1	1	0	1		
		%	20.00	46.67	0.00	0.00	6.67	6.67	0.00	6.67		

Job	Group	Analy	/sis
UUD	Oloup	Allai	7313

6BT	Administrative Support - Building Trades											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scl	neduler	#	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		
2 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis											
6CR	Administrative Sup	po	rt - Con	nmunity	/ Relati	ons					EEO Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000590 - Community Service Aide 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	
		0/0	0.00	100.00	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		
30003004 - Administrative Specialist III		#	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		
30003003 - Administrative Specialist II		#	1	4	0	0	1	0	0	0		
4 Employees		%	25.00	100.00	0.00	0.00	25.00	0.00	0.00	0.00		
30003002 - Administrative Specialist I		#	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	Totals	#	1	6	0	0	1	0	0	0		
		%	16.67	100.00	0.00	0.00	16.67	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	
30000028 - Hearings Clerk		#	1	2	0	1	0	0	0	0	
2 Employees		%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00	
30003400 - 311 Customer Service Rep I		#	2	5	0	0	2	0	0	0	
6 Employees		%	33.33	83.33	0.00	0.00	33.33	0.00	0.00	0.00	
30000016 - Information & Referral Specialist		#	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	
30000012 - Office Support Specialist II		#	2	1	0	2	0	0	0	0	
3 Employees		%	66.67	33.33	0.00	66.67	0.00	0.00	0.00	0.00	
12 Employees	Totals	#	5	8	0	3	2	0	0	0	
		%	41.67	66.67	0.00	25.00	16.67	0.00	0.00	0.00	

Job Group Analysis												
6PM	Administrative Sup	ро	rt - Pro	gram M	anager	nent					EEO	Code: 6
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30003027 - Coordinator I - NE		#	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		
2 Employees	Totals	#	0	1	0	0	0	0	0	0		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		

6SP	Administrative Support - Store & Purchases											
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000055 - Storekeepr/Acquisition II:/	Auto Part Spec	#	2	1	1	0	1	0	0	0		
4 Employees		%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		
4 Employees	Totals	#	2	1	1	0	1	0	0	0		
		%	50.00	25.00	25.00	0.00	25.00	0.00	0.00	0.00		

7AM Skilled Craft - Auto Maintenance											EEO Code: 7		
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30000132 - Vehicle & Equipment Mechanic, Lead		#	1	0	0	0	1	0	0	0			
3 Employees		%	33.33	0.00	0.00	0.00	33.33	0.00	0.00	0.00			
30000131 - Vehicle & Equipment Mechanic		#	15	0	6	3	3	1	2	0			
45 Employees		%	33.33	0.00	13.33	6.67	6.67	2.22	4.44	0.00			
48 Employees To	otals	#	16	0	6	3	4	1	2	0			
		%	33.33	0.00	12.50	6.25	8.33	2.08	4.17	0.00			

7BT Skilled Craft - Building Trades											EEO Code
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30000071 - Facilities Maintenance Technician		#	1	1	1	0	0	0	0	0	
13 Employees		%	7.69	7.69	7.69	0.00	0.00	0.00	0.00	0.00	
30000070 - Facilities Maintenance Tech Apprer	ntice	#	1	0	0	0	0	0	1	0	
1 Employee		%	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	
14 Employees	Totals	#	2	1	1	0	0	0	1	0	
		%	14.29	7.14	7.14	0.00	0.00	0.00	7.14	0.00	

7GM Skilled (	Craft - Gen	eral	EEO Code: 7								
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two	
30003079 - Maintenance Supervisor I - E		#	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	
30000125 - Auto Body Restorer		#	2	0	2	0	0	0	0	0	
2 Employees		%	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	
30003377 - Facilities Worker		#	3	0	0	0	2	0	1	0	
3 Employees		%	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	
6 Employees	Totals	#	5	1	2	0	2	0	1	0	
		%	83.33	16.67	33.33	0.00	33.33	0.00	16.67	0.00	

Job Group Analysis												
8GM	Service Maintenan	ce -	Gener	al Main	tenanc	e/Trade	s				EEO Co	ode: 8
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000123 - Welder		#	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		
2 Employees	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 - Al M&W FG

Department: 1290 - OMF-Portland, OR

#### Incumbency vs. Estimated Availability

	•			,					
	1CR	Official	s/Admin	- Commi	unity Rel	ations			
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 %	7.50	61.25	0.00	7.50	0.00	0.00	0.00	0.00
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E				
	Stat Significant?								
,	1DR	Official	s/Admin	- Directo	ors				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
10tai Lilip 1	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
ı	Availability %	6.52	10.19	1.44	2.13	2.33	0.16	0.04	0.43
	Emp Less Avail?	0.02	10.13	1.44	2.10	2.00	0.10	0.04	0.43
	Statistical Value	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?	1.0002	1.0002	1.0002	1.0002	1.0002	1.0002	1.0002	1.0002
	Otat Organizant:								
	1ER	Official	s/Admin	- Engine	eering &	Related			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
7	Employment %	14.29	42.86	14.29	0.00	0.00	0.00	0.00	0.00
•	Availability %	21.97	32.73	10.94	4.72	2.88	0.10	0.03	3.32
	Emp Less Avail?								
	Statistical Value	1.000E			1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
	1FL	Official	s/Admin	- Financ	ial		,		
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	33.33	41.67	8.33	0.00	25.00	0.00	0.00	0.00
	Availability %	32.62	60.19	23.95	1.93	3.75	0.00	0.00	2.99
	Emp Less Avail?								
	Statistical Value		0.240E	0.316E	1.000E				1.000E
	Stat Significant?								
,	1GA	Official	s/Admin	- Genera	al Admini	strative			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
27	Employment %	14.81	55.56	0.00	3.70	7.41	0.00	0.00	3.70
۷.	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?		002	00		0.0 .		0.0.	2.0.
	Statistical Value	0.489E	0.847E	0.400E	0.719E		1.000E	1.000E	
	Stat Significant?								

,	1SU	Official	s/Admin	- Superv	isors				
Total Emp 8	Employment %	Min 37.50	Fem 12.50	Asi 25.00	Blk 0.00	His 12.50	Ind 0.00	Pac 0.00	Two 0.00
J	Availability %	24.94	46.53	6.95	8.01	4.88	1.15	0.67	3.29
	Emp Less Avail?								
	Statistical Value		0.076E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2	2AC	Profess	sionals -	Account	ing				
otal Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
5	Employment %	60.00	80.00	60.00	0.00	0.00	0.00	0.00	0.00
	Availability %	23.69	65.84	4.62	0.30	17.40	0.14	0.07	1.15
	Emp Less Avail?								
	Statistical Value				1.000E	0.595E	1.000E	1.000E	1.000E
	Stat Significant?								
2	2ER	Profess	ionals -	Engineer	ing & Re	elated			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.02	28.92	5.46	2.96	3.49	0.23	0.00	0.87
	Emp Less Avail?						_		_
	Statistical Value		1.000E		1.000E	1.000E	1.000E		1.000E
	Stat Significant?								
	2IT	Profess	ionals -	Informat	ion Tech	nology			
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 %	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
	Stat Significant?								
	2LL	Profess	ionals -	Legal					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	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?								

2	2PM	Profess	ionals -	Program	Manage	ment			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
15	Employment %	20.00	46.67	0.00	0.00	6.67	6.67	0.00	6.67
	Availability %	26.91	67.23	4.59	7.97	11.04	0.96	0.09	2.27
	Emp Less Avail?								
	Statistical Value	0.772E	0.102E	1.000E	0.626E	1.000E		1.000E	
	Stat Significant?								
	6BT	Admini	strative	Support -	Building	g Trades			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
2	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
_	Availability %	10.40	59.57	1.65	3.55	2.84	0.95	0.00	1.42
	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		
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 %	18.14	82.04	5.28	2.38	6.20	0.58	0.70	3.00
	Emp Less Avail?								
	Statistical Value	1.000E		1.000E	1.000E	1.000E	1.000E	1.000E	1.000E
	Stat Significant?								
(	6GA	Admini	strative	Support -	General	Adminis	strative		
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
6	Employment %		100.00	0.00	0.00	16.67	0.00	0.00	0.00
Ū	Availability %	33.20	84.97	5.96	9.93	12.64	0.25	0.22	4.23
	Emp Less Avail?								
	Statistical Value	0.671E		1.000E	1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
(	6OS	Admini	strative	Support -	Office S	Support			
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
12	Employment %	41.67	66.67	0.00	25.00	16.67	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			0.620E			1.000E	1.000E	1.000E
	Stat Significant?								

6	SPM	Admini	strative S	Support -	- Prograr	n Manag	ement		
Total Emp 2	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 0.00 23.40 1.000E	Fem 50.00 66.38 1.000E	Asi 0.00 6.06 1.000E	Blk 0.00 5.32 1.000E	His 0.00 7.99 1.000E	1.000E Ind	Pac 0.00 0.20 1.000E	Two 0.00 3.09 1.000E
Total Emp 4	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 50.00 20.13	25.00 61.37 0.164E	Asi 25.00 5.38	0.00 1.67	His 25.00 8.94	0.00 0.37 1.000E	0.00 0.47	Two 0.00 3.29 1.000E
7	7AM	Skilled	Craft - A	uto Main	tenance				
Total Emp 48	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 33.33 23.05	0.00 2.44 1.096	Asi 12.50 6.40	Blk 6.25 1.32	His 8.33 11.57 0.701	2.08 0.81	Pac 4.17 0.51	Two 0.00 2.44 1.096
Ī	7BT	Skilled	Craft - B	uilding T	rades				
Total Emp 14	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 14.29 23.44 0.543E	7.14 5.43	Asi 7.14 6.09	0.00 0.66 1.000E	His 0.00 12.98 0.240E	1.000E	7.14 0.00	Two 0.00 1.59 1.000E
7	'GM	Skilled	Craft - G	eneral M	aintenan	ce/Trade	es		
Total Emp 6	Employment % Availability % Emp Less Avail? Statistical Value Stat Significant?	Min 83.33 25.25	Fem 16.67 7.52	Asi 33.33 3.61	0.00 5.66 1.000E	His 33.33 11.30	0.00 0.66 1.000E	Pac 16.67 1.40	Two 0.00 2.59 1.000E

8	BGM	Service	Service Maintenance - General Maintenance/Trades										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two				
2	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00				
	Availability %	39.73	4.98	2.24	3.52	30.43	0.41	0.53	2.59				
	Emp Less Avail?												
	Statistical Value	0.521E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E	1.000E				
	Stat Significant?												

Total Employment: 178

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

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.

#### Shortfall

1	ICR	Official	s/Admin	- Commi	unity Rel	ations					
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	0.0	0.1	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1	IDR	Official	s/Admin	- Directo	rs					<u>'</u>	
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	0	0	0	0	0	0	0		
•	# Available	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0		
	Persons Required	0	0	0	0	0	0	0	0		
1	1ER	Official	s/Admin	- Engine	eering &	Related	1				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7	# Employed	1	3	1	0	0	0	0	0		
/	# Available	1.5	2.3	0.8	0.3	0.2	0.0	0.0	0.2		
	Persons Required	0	0	0.0	0.0	0	0.0	0.0	0		
			0								
•	1FL	Official	s/Admin	- Financi	al						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
12	# Employed	4	5	1	0	3	0	0	0		
	# Available	3.9	7.2	2.9	0.2	0.5	0.0	0.0	0.4		
	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		
27	# Employed	4	15	0	1	2	0	0	1		
	# Available	6.1	15.6	1.4	2.0	1.6	0.3	0.0	0.8		
	Persons Required	0	0	0	0	0	0	0	0		
1	ISU	Official	s/Admin	- Superv	isors						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8	# Employed	3	1	2	0	1	0	0	0		
	# Available	2.0	3.7	0.6	0.6	0.4	0.1	0.1	0.3		
	Persons Required	0	0	0	0	0	0	0	0		
2	2AC	Profess	sionals - A	Account	ng						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5	# Employed	3	4	3	0	0	0	0	0		
	# Available	1.2	3.3	0.2	0.0	0.9	0.0	0.0	0.1		
	Persons Required	0	0	0	0	0	0	0	0		

#### Shortfall

	2ER	<b>-</b> ,								
				_	ring & Re	lated				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	1	0	1	0	0	0	0	0	
	# Available	0.3	0.6	0.1	0.1	0.1	0.0	0.0	0.0	
	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	1	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	
:	2LL	Profess	sionals -	Legal						
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
2	# Employed	0	1	0	0	0	0	0	0	
	# Available	0.2	0.7	0.0	0.0	0.1	0.0	0.0	0.0	
	Persons Required	0	0	0	0	0	0	0	0	
2	2PM	Profess	sionals -	Program	Manage	ment				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two	
15	# Employed	3	7	0	0	1	1	0	1	
	# Available	4.0	10.1	0.7	1.2	1.7	0.1	0.0	0.3	
	Persons Required	0	0	0	0	0	0	0	0	
(	6BT	Λ -l : :	-44: (		<b>5</b>					
		Admini	strative	Support -	Building	Trades				
Total Emp		Min	Fem	Support -	Building	Trades His	Ind	Pac	Two	
Total Emp	# Employed							Pac 0	Two 0	
-	# Employed # Available	Min	Fem	Asi	Blk	His	Ind			
1		Min 0	Fem 1	Asi 0	Blk 0	His 0	Ind 0	0	0	
2	# Available	Min 0 0.2 0	Fem 1 1.2 0	Asi 0 0.0 0	Blk 0 0.1	His 0 0.1 0	0 0.0 0	0.0	0.0	
2	# Available Persons Required	Min 0 0.2 0	Fem 1 1.2 0	Asi 0 0.0 0	Blk 0 0.1	His 0 0.1 0	0 0.0 0	0.0	0.0	
2 Total Emp	# Available Persons Required	Min 0 0.2 0	Fem 1 1.2 0 strative \$	Asi 0 0.0 0	Blk 0 0.1 0	His 0 0.1 0 nity Rela	0 0.0 0 ations	0 0.0 0	0 0.0 0	
2	# Available Persons Required 6CR	Min 0 0.2 0 Admini Min	Fem 1 1.2 0 strative S	Asi 0 0.0 0 Support -	Blk 0 0.1 0 Commu	His 0 0.1 0 nity Rela	Ind 0 0.0 0 ations	0 0.0 0	0 0.0 0	
2 Total Emp	# Available Persons Required 6CR # Employed	Min 0 0.2 0 Admini Min 0	Fem 1 1.2 0 strative S	Asi 0 0.0 0 Support -	Blk 0 0.1 0 Commu	His 0 0.1 0 nity Rela	Ind	0 0.0 0	0 0.0 0	
Total Emp	# Available Persons Required  6CR  # Employed # Available	Min 0 0.2 0 Admini Min 0 0.2	Fem  1 1.2 0 strative S Fem 1 0.8 0	Asi 0 0.0 0 Support - Asi 0 0.1 0	Blk 0 0.1 0 Commu Blk 0 0.0	His 0 0.1 0 nity Rela His 0 0.1 0	Ind 0 0.0 0 ations Ind 0 0.0 0	0 0.0 0	0 0.0 0 Two 0 0.0	
Total Emp	# Available Persons Required  6CR  # Employed # Available Persons Required	Min 0 0.2 0 Admini Min 0 0.2 0 Admini	Fem  1 1.2 0 strative \$ Fem  1 0.8 0 strative \$	Asi 0 0.0 0 Support - Asi 0 0.1 0 Support -	Blk 0 0.1 0 Commu  Blk 0 0.0 0 Commu	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis	Ind 0 0.0 0 ations Ind 0 0.0 0 strative	0 0.0 0 Pac 0 0.0	0 0.0 0 Two 0 0.0 0	
Total Emp  1  Total Emp	# Available Persons Required  6CR  # Employed # Available Persons Required	Min 0 0.2 0 Admini Min 0 0.2	Fem  1 1.2 0 strative S Fem 1 0.8 0	Asi 0 0.0 0 Support - Asi 0 0.1 0	Blk 0 0.1 0 Commu Blk 0 0.0 0	His 0 0.1 0 nity Rela His 0 0.1 0	Ind 0 0.0 0 ations Ind 0 0.0 0	0 0.0 0	0 0.0 0 Two 0 0.0	
Total Emp	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min Min	Fem  1 1.2 0 strative S Fem 1 0.8 0 strative S Fem	Asi 0 0.0 0 Support - Asi 0 0.1 0 Support - Asi	Blk 0 0.1 0 Commu Blk 0 0.0 0 General	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis	Ind 0 0.0 0 ations Ind 0 0.0 0 strative	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0	
Total Emp  1  Total Emp	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA  # Employed	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min 1	Fem 1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6	Asi 0 0.0 0 Support - 0 Suppor	BIk 0 0.1 Commu  BIK 0 0.0 0 Ceneral BIK 0	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis His 1	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0	
Total Emp 1 Total Emp 6	# Available Persons Required  6CR  # Employed # Available Persons Required  6GA  # Employed # Available	Min 0 0.2 0 Admini 0 0.2 0 Admini 1 2.0 0	Fem 1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6 5.1 0	Asi 0 0.0 0 Support - Asi 0 0.1 0 Support - Asi 0 0.4 0	BIK 0 0.1 0 Commu  BIK 0 0.0 0 Ceneral BIK 0 0.6	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis 1 0.8 0	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0	
Total Emp 1 Total Emp 6	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA  # Employed # Available Persons Required	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min 1 2.0 0 Admini	Fem 1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6 5.1 0	Asi	BIK 0 0.1 0 Commu  BIK 0 0.0 0 Commu  BIK 0 0.0 0 Commu  Commu  BIK 0 Commu  Co	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis 1 0.8 0	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0	
Total Emp 1 Total Emp 6	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA  # Employed # Available Persons Required 6GS	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min 1 2.0 0 Admini Min 1	Fem  1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6 5.1 0 strative S	Asi	BIK  0 0.1 0 Commu  BIK 0 0.0 0 General  BIK 0 0.6 0 Office S	His  0 0.1 0 nity Rela  His 0 0.1 0 Adminis 1 0.8 0 upport His	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0 0 0.3 0	
Total Emp 1 Total Emp 6	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA  # Employed # Available Persons Required	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min 1 2.0 0 Admini Min 5	Fem 1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6 5.1 0 strative S Fem 8	Asi 0 0.0 0 Support - Asi 0 0.4 0 Support - Asi 0 0.4 0 Support - Asi 0 0.4 0 Support - Asi 0 0 0.4 0 Support - Asi 0 0 0.4 0 Support - Asi 0 0 0.4 0 0 Support - Asi 0 0 0.4 0 0 Support - Asi 0 0 0.4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	BIK 0 0.1 0 Commu  BIK 0 0.0 0 Ceneral BIK 0 0.6 0 Ceneral BIK 0 0 Ceneral B	His 0 0.1 0 nity Rela His 0 0.1 0 Adminis 1 0.8 0 upport His 2	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 0 0 0.0 0 0 0 0 0 0 0	
Total Emp 1 Total Emp 6	# Available Persons Required 6CR  # Employed # Available Persons Required 6GA  # Employed # Available Persons Required 6OS	Min 0 0.2 0 Admini Min 0 0.2 0 Admini Min 1 2.0 0 Admini Min 1	Fem  1 1.2 0 strative S Fem 1 0.8 0 strative S Fem 6 5.1 0 strative S	Asi	BIK  0 0.1 0 Commu  BIK 0 0.0 0 General  BIK 0 0.6 0 Office S	His  0 0.1 0 nity Rela  His 0 0.1 0 Adminis 1 0.8 0 upport His	Ind	0 0.0 0 Pac 0 0.0 0	0 0.0 0 Two 0 0.0 0 0 0.3 0	

#### Shortfall

(	6PM Administrative Support - Program Management											
Total Emp		Min	Fem		Blk	His		Doo	Two			
Total Emp	# Employed	0	1	Asi 0	0	0	Ind 0	Pac 0	0			
2	# Available	0.5	1.3			0.2	-		-			
	Persons Required	0.5	0	0.1	0.1	0.2	0.0	0.0	0.1			
	· ·	U	U	U	U	U	U	U	U			
(	6SP	Admini	strative S	Support -	Store &	Purchas	es					
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
4	# Employed	2	1	1	0	1	0	0	0			
	# Available	0.8	2.5	0.2	0.1	0.4	0.0	0.0	0.1			
	Persons Required	0	0	0	0	0	0	0	0			
7	7AM	Skilled	Craft - A	uto Main	tenance							
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
Total Emp	# Employed	16	0	6	3	4	1	2	0			
48	# Available	11.1	1.2	3.1	0.6	5.6	0.4	0.2	1.2			
	Persons Required	0	0	0	0.0	0	0.4	0.2	0			
	. 0.000	U	0	U		U		U	0			
	7BT	Skilled	Craft - Bı	uilding T	rades					,		
Total Emp	7BT	Skilled Min	Craft - Bu	uilding T Asi	rades Blk	His	Ind	Pac	Two			
	7BT # Employed					His 0	Ind 0	Pac 1	Two 0			
Total Emp		Min	Fem	Asi	Blk							
Total Emp	# Employed	Min 2	Fem 1	Asi 1	Blk 0	0	0	1	0			
Total Emp	# Employed # Available	Min 2 3.3 0	Fem 1 0.8 0	Asi 1 0.9	Blk 0 0.1 0	0 1.8 0	0 0.3 0	1 0.0	0			
Total Emp 14	# Employed # Available Persons Required	Min 2 3.3 0 Skilled	Fem  1  0.8  0  Craft - Ge	Asi 1 0.9 0 eneral M	BIk 0 0.1 0	0 1.8 0 ce/Trade	0 0.3 0	1 0.0 0	0 0.2 0			
Total Emp 14 Total Emp	# Employed # Available Persons Required 7GM	Min 2 3.3 0 Skilled Min	Fem  1  0.8  0  Craft - General Fem	Asi 1 0.9 0 eneral M	BIK 0 0.1 0 aintenan BIK	0 1.8 0 ce/Trade	0 0.3 0	1 0.0 0	0 0.2 0			
Total Emp 14	# Employed # Available Persons Required 7GM # Employed	Min 2 3.3 0 Skilled Min 5	Fem  1  0.8  0  Craft - G  Fem  1	Asi 1 0.9 0 eneral M Asi 2	Blk 0 0.1 0 aintenan Blk 0	0 1.8 0 ce/Trade	0 0.3 0	1 0.0 0	0 0.2 0			
Total Emp 14 Total Emp	# Employed # Available Persons Required  7GM  # Employed # Available	Min 2 3.3 0 Skilled Min 5 1.5	Fem  1  0.8  0  Craft - Gr  Fem  1  0.5	Asi 1 0.9 0 eneral M Asi 2 0.2	BIk 0 0.1 0 aintenan BIk 0 0.3	0 1.8 0 ce/Trade His 2 0.7	0 0.3 0 es Ind 0 0.0	1 0.0 0 Pac 1 0.1	0 0.2 0 Two 0 0.2			
Total Emp 14  Total Emp 6	# Employed # Available Persons Required  7GM  # Employed # Available Persons Required	Min 2 3.3 0 Skilled Min 5	Fem  1  0.8  0  Craft - G  Fem  1	Asi 1 0.9 0 eneral M Asi 2	Blk 0 0.1 0 aintenan Blk 0	0 1.8 0 ce/Trade	0 0.3 0	1 0.0 0	0 0.2 0			
Total Emp 14  Total Emp 6	# Employed # Available Persons Required  7GM  # Employed # Available	Min 2 3.3 0 Skilled Min 5 1.5 0	Fem  1  0.8  0  Craft - Gr  Fem  1  0.5	Asi 1 0.9 0 eneral M Asi 2 0.2 0	BIk 0 0.1 0 aintenan BIk 0 0.3	0 1.8 0 ce/Trade His 2 0.7 0	0 0.3 0 es Ind 0 0.0	1 0.0 0 Pac 1 0.1	0 0.2 0 Two 0 0.2			
Total Emp 14  Total Emp 6	# Employed # Available Persons Required  7GM  # Employed # Available Persons Required	Min 2 3.3 0 Skilled Min 5 1.5 0	Fem  1  0.8  0  Craft - Ge  Fem  1  0.5  0	Asi 1 0.9 0 eneral M Asi 2 0.2 0	BIk 0 0.1 0 aintenan BIk 0 0.3	0 1.8 0 ce/Trade His 2 0.7 0	0 0.3 0 es Ind 0 0.0	1 0.0 0 Pac 1 0.1	0 0.2 0 Two 0 0.2			
Total Emp 14  Total Emp 6	# Employed # Available Persons Required  7GM  # Employed # Available Persons Required	Min 2 3.3 0 Skilled Min 5 1.5 0 Service	Fem	Asi 1 0.9 0 eneral M Asi 2 0.2 0 ance - G	BIK 0 0.1 0 aintenan BIK 0 0.3 0 eneral M	0 1.8 0 ce/Trade His 2 0.7 0	0 0.3 0 es Ind 0 0.0 0	1 0.0 0 Pac 1 0.1 0	0 0.2 0 Two 0 0.2			
Total Emp 14  Total Emp 6	# Employed # Available Persons Required  7GM  # Employed # Available Persons Required	Min 2 3.3 0 Skilled Min 5 1.5 0 Service	Fem  1 0.8 0  Craft - Go Fem 1 0.5 0  Mainten Fem	Asi 1 0.9 0 eneral M Asi 2 0.2 0 ance - G Asi	BIK  0 0.1 0 aintenan BIK 0 0.3 0 eneral M BIK	0 1.8 0 ce/Trade His 2 0.7 0 aintenan	0 0.3 0 es Ind 0 0.0 0	1 0.0 0 Pac 1 0.1 0	0 0.2 0 Two 0 0.2 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 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.

Department: 1290 - OMF-Portland, CAR

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

#### by Individual Race/Ethnicity

1CR		Officials Relation	/Admin - s	Favored Group: Wht				
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?		*		*		*		
Selection Ratio	Infin	0.00	Infin	0.00	Infin	0.00		
Statistical Value								
Significant?		NO		NO		NO		
Shortfall								
1FL		Officials	/Admin -	Financial				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								
1GA		Officials Adminis	/Admin - trative	General				Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES	YES	*	YES		YES	-	
Selection Ratio	0.00	0.00	2.07	0.00	Infin	0.00		
Statistical Value	0.577	0.547		0.316		0.547		
Significant?	NO	NO	NO	NO		NO		
Shortfall	0	0		0		0		
1SU		Officials	/Admin -	Superviso	rs			Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES					YES		
Selection Ratio	0.00	Infin	Infin	Infin	Infin	0.00		
Statistical Value	0.909F					0.909F		
Significant?	NO					NO		
Orgini Carit:								

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

#### by Individual Race/Ethnicity

6GA		Adminis Adminis	trative Su trative	Favored Group: Wht				
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?								
Selection Ratio	Infin	Infin	Infin	Infin	Infin	Infin		
Statistical Value								
Significant?								
Shortfall								
6OS		Adminis Support		pport - O	ffice			Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	*	*	*		*	*		
Selection Ratio	0.00	0.00	0.00	Infin	0.00	0.00		
Statistical Value								
Significant?	NO	NO	NO		NO	NO		
Shortfall								
7BT		Skilled C	Craft - Bui	lding Trac	des			Favored Group: Wht
	Asi	Blk	His	Ind	Pac	Two	Wht	
Adverse IRA?	YES							
Selection Ratio	0.00	Infin	Infin	Infin	Infin	Infin		
Statistical Value	0.400F							
Significant?	NO							
Shortfall	0							

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

by	Total	Minorities	vs. V	Vhites
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1CR		Officials/Admin - Community	Favored Group: Wht
		Relations	r avoica croup. Will
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.792F		
Significant?	NO		
Shortfall	0		
1FL		Officials/Admin - Financial	Favored Group: N/A ***
	Min	Wht	
Adverse IRA?			
Selection Ratio	Infin	Infin	
Statistical Value			
Significant?			
Shortfall			
1GA		Officials/Admin - General	Favored Group: Wht
		Administrative	i avoieu Gioup. yyjjį
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.67		
Statistical Value	0.368		
Significant?	NO		
Shortfall	0		
1SU		Officials/Admin - Supervisors	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.833F		
Significant?	NO		
Shortfall	0		
6GA		Administrative Support - General	Favored Group: Wht
		Administrative	
	Min	Wht	
Adverse IRA?			
Selection Ratio	Infin		
Statistical Value			
Significant?			
Shortfall			

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

NO

0

#### by Total Minorities vs. Whites

Significant?

Shortfall

6OS			trative Support - Office	Favored Group: Wht		
		Support				
	Min	Wht				
Adverse IRA?	YES					
Selection Ratio	0.00					
Statistical Value	0.692					
Significant?	NO					
Shortfall	0					
7BT		Skilled C	Craft - Building Trades	Favored Group: Wh		
	Min	Wht				
Adverse IRA?	YES					
Selection Ratio	0.00					
Statistical Value	0.400F					

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

Significant? Shortfall

by Gender				
1CR		Officials Relation	Admin - Community	Favored Group: N/A***
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?				
Shortfall				
1FL		Officials	'Admin - Financial	Favored Group: Mal
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin			
Statistical Value				
Significant?				
Shortfall				
1GA		Officials Adminis	Admin - General rative	Favored Group: Mal
	Fem	Mal		
Adverse IRA?	YES			
Selection Ratio	0.69			
Statistical Value	0.455			
Significant?	NO			
Shortfall	0			
1SU		Officials	Admin - Supervisors	Favored Group: Mal
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin			
Statistical Value				
Significant?				
Shortfall				
6GA		Adminis Adminis	rative Support - General rative	Favored Group: N/A**
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin	Infin		
Statistical Value				
0: :::				

### Adverse Impact for Applicants

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

#### by Gender

6OS Administ Support			trative Support - Office	Favored Group: N/A*
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin	Infin		
Statistical Value				
Significant?				
Shortfall				

7BT		Skilled C	Craft - Building Trades
	E	N 4 - 1	
	Fem	Mal	
Adverse IRA?			
Selection Ratio	Infin		
Statistical Value			
Significant?			
Shortfall			

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.

Favored Group: Mal

<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 - AI M&W FG Department: 1290 - OMF-CAO

Portland, OR

1CI		Officials/Admin - 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/	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										

1EF	2	Officials/A	Officials/Admin - Engineering & Related											
	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	Professionals - Accounting										
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two				
Prior Year Goal						13.40							
New Hire	0					0 N/.	A						
Promotion	1					0 0.0	0						
Total Opps	1					0 0.0	0						
Achieved? *						LIMITED							

2FI		Profession	Professionals - 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 - Plannir	ng							
	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 OP	PS					

2PM	1	Professio	nals - Prog	ram Managen	nent					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			66.18							
New Hire	0		0 1	I/A						
Promotion	4		2 50	.00						
Total Opps	4		2 50	.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	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							

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	ns - Engineer	ing & Relate	ed					
	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	Service-Swo	rn-Fire-Entr	у					
	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	Service-Swo	orn-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-	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	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	e Service - No	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							

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 Suppor	t - Communi	ty Relations					
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal			82.04							
New Hire	0		0 N/A							
Promotion	0		0 N/A							
Total Opps	0		0 N/A							
Achieved? *			NO OPPS							

6GA		Administra	ative Support	- General A	dministrativ	е				
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two	
Prior Year Goal						12.43				
New Hire	1					0 0.00	)			
Promotion	0					0 N/A	A			
Total Opps	1					0 0.00				
Achieved? *						LIMITED				

6SF		Administr	ative Support	- Store & P	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							

7GN	1	Skilled Cra	aft - General	Maintenance	e/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? *		NO OPPS				NO OPPS				

7WA		Skilled Cra	aft - 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					

8GN	Л	Service Ma	aintenance -	General Mai	ntenance/Tra	ades				
	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				

8PF	2	Service M	aintenance -	Parks/Recre	ation						
	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