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 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: 1290 - OMF-CAO January 1, 2021 Annual Affirmative Action Plan Portland, OR

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Job Group Analysis												
1CR	Officials/Admin - C	om	munity	Relatio	ns						EEO	Code: 1
Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
30003096 - Public Information Manage	er	#	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 Analysis 1DR Officials/Admin - Directors EEO Code: 1 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30003016 - Chief Administrative Officer # 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 % 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00

1ER	Officials/Admin - E		EEO Code: 1								
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	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	Officials/Admin - General Administrative											
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 Total	ls #	4	15	0	1	2	0	0	1			
	%	14.81	55.56	0.00	3.70	7.41	0.00	0.00	3.70			

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5 5 5 5 5 6 F 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1													
1SU	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	ınting								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 - En	gine	eering 8	& Relate	ed						EEO	Code: 2
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000368 - Engineer-Mechanical		#	1	0	1	0	0	0	0	0		
2 Employees		%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
2 Employees	Totals	#	1	0	1	0	0	0	0	0		
		%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis 2IT Professionals - Information Technology EEO Code: 2 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30003011 - Business Systems Analyst II # 0 0 0 0 1 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

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1 7												
2LL	Professionals - Leç	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 - Pro	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 Analysis Administrative Support - Building Trades 6BT EEO Code: 6 Job Code & Title Min Fem Asi Blk His Ind Pac Two 30000711 - Facilities Maint Dispatch/Scheduler # 0 0 0 0 1 0 0 0 % 2 Employees 0.00 50.00 0.00 0.00 0.00 0.00 0.00 0.00

1

50.00

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Totals

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2 Employees

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		
30000590 - Community Service Aide 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		
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		

6GA	Administrative Support - General Administrative											
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 Sur	opo	rt - Offi	ce Supp	oort						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 R	ep 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 Sp	pecialist	#	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	anagen	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		

Job Group Analysis 6SP Administrative Support - Store & Purchases EEO Code: 6 Job Code & Title Min Fem Asi Blk His Ind Pac Two

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	Ma	aintena	nce							EEO	Code: 7
Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000132 - Vehicle & Equipment Med	hanic, 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 Med	hanic	#	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	Totals	#	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 - Buil	ding	g Trade	S							EEO	Code: 7
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 Apprentice	#	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	Mainte	enance/	Trades						EEO C	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	tenance	e/Trade	S				EEO (Code: 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

Department: 1290 - OMF-Portland, OR

Incumbency vs. Estimated Availability

	•			•					
	1CR	Official	s/Admin	- Comm	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
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?	0.32	10.19	1.44	2.13	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?	1.000L	1.0002	1.0002	1.0002	1.000L	1.0002	1.0002	1.0002
	Stat Significant:								
	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
~ 1	Availability %	22.49	57.92	5.16	7.52	5.94	1.02	0.04	2.81
	Emp Less Avail?								
	Statistical Value	0.489E	0.847E	0.400E	0.719E		1.000E	1.000E	
	Stat Significant?								

	1SU	Official	s/Admin	- Superv	isors				
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two
8	Employment %	37.50	12.50	25.00	0.00	12.50	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		0.076E		1.000E		1.000E	1.000E	1.000E
	Stat Significant?								
2	2AC	Profess	ionals -	Account	ing				
Total 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?								
4	2ER	Profess	ionals -	Engineer	ing & Re	lated			
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 -	Informati	ion Tech	nology			
Γotal 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		
Γotal 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 les	Pac 0.00 0.20	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 1.000E	Two 0.00 3.29 1.000E		
7	'AM	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		
7	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		
7	'GM	Skilled	Skilled Craft - General Maintenance/Trades								
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	16.67 1.40	Two 0.00 2.59 1.000E		

8	BGM	Service	Mainten	ance - G	eneral M	aintenan	ce/Trade	s	
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.

Department: 1290 - OMF-Portland, OR

Shortfall

	100											
1	1CR	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			
1DR		Officials/Admin - Directors										
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two			
1	# Employed	0	0	0	0	0	0	0	0			
	# Available	0.1	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	ering &	Related						
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			
,	1FL	Officials/Admin - Financial										
Total Coop						Llia	اه ما	Doo	Tura			
Total Emp	# Employed	Min 4	Fem 5	Asi 1	Blk 0	His 3	Ind 0	Pac 0	Two 0			
12	# Available	3.9	7.2	2.9	0.2	0.5	0.0	0.0	0.4			
	Persons Required	0	0	0	0.2	0.5	0.0	0.0	0.4			
				•	•							
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	1SU	Officials/Admin - Supervisors										
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			
J	# Available		3.3	0.2	0.0	0.9	0.0	0.0	0.1			
	Persons Required	0	0	0	0	0	0	0	0			
	. [. 5	•				9	J	J	,			

Shortfall

	2ER	-									
				_	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	Professionals - Information Technology								
Total Emp		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1	# Employed	0	1	0	0	0	0	0	0		
	# Available	0.1	0.4	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		
		Administrative Support - Building Trades									
(6BT	Admini	strative \$	Support -	Building	Trades					
Total Emp	6BT	Admini Min	strative S	Support -	- Building	Trades His	Ind	Pac	Two		
	6BT #Employed							Pac 0	Two 0		
Total Emp		Min	Fem	Asi	Blk	His	Ind				
Total Emp	# Employed	Min 0	Fem 1	Asi 0	Blk 0	His 0	Ind 0	0	0		
Total Emp 2	# Employed # 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		
Total Emp 2	# Employed # 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		
Total Emp 2	# Employed # 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		
Total Emp 2 Total Emp	# Employed # Available Persons Required	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	0 0.0 0		
Total Emp 2 Total Emp	# Employed # 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 2 Total Emp 1	# Employed # 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 mity Related 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 2 Total Emp 1	# Employed # 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 mity Related 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 2 Total Emp 1 Total Emp	# Employed # 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	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 2 Total Emp 1	# Employed # Available Persons Required 6CR # Employed # Available Persons Required	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	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 2 Total Emp 1	# Employed # 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 \$ Fem 1 0.8 0 strative \$ Fem 6	Asi 0 0.0 0 Support - 0 Suppor	BIk 0 0.1 0 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 2 Total Emp 1 Total Emp 6	# Employed # Available Persons Required 6CR # Employed # Available Persons Required 6GA # Employed # Available	Min 0 0.2 0 Admini Min 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	Blk 0 0.1 0 Commu Blk 0 0.0 0 Ceneral Blk 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 2 Total Emp 1 Total Emp 6	# Employed # 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 strative S	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 2 Total Emp 1 Total Emp 6	# Employed # 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 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	Blk 0 0.1 0 Commu Blk 0 0.0 0 General Blk 0 0.6 0	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 2 Total Emp 1 Total Emp 6	# Employed # 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	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 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 Two 0 0.0 0 Two 0 0.3		
Total Emp 1 Total Emp 6 Total Emp 6	# Employed # 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 5	Fem	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 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 0 0 0.0 0 0 0 0 0 0 0 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	0				U		
	7BT	Skilled	Craft - B	uilding T	rades					
Total Emp	7BT	Skilled Min	Craft - B	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 - G	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	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 - G 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 - G 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 0.3 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 - G 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 0.3 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 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	
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 Min	Fem 1 0.8 0 Craft - G 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.

^{*} 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: 1290 - OMF-Portland, CAR

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

by Individual Race/Ethnicity

1CR	Officials, Relations		Communit	у			Favored Group: Wht			
	Asi	Blk	His	Ind	Pac	Two	Wht			
Adverse IRA?		YES		YES		YES				
Selection Ratio	Infin	0.00	Infin	0.00	Infin	0.00				
Statistical Value		0.905F		0.950F		0.905F				
Significant?		NO		NO		NO				
Shortfall		0		0		0				
1FL	Officials	/Admin -	Financial				Favored Group: His			
	Asi	Blk	His	Ind	Pac	Two	Wht			
Adverse IRA?										
Selection Ratio	Infin	Infin		Infin	Infin	Infin	Infin			
Statistical Value										
Significant?										
Shortfall										
1GA		Officials, Adminis		General				Favored Group: His		
	Asi	Blk	His	Ind	Pac	Two	Wht			
Adverse IRA?	YES		1110		1 40	1 44 0				
		YES		YES		YES	YES			
Selection Ratio	0.00	0.00		YES 0.00	 Infin	YES 0.00	YES 0.48			
Selection Ratio Statistical Value	0.00 0.600F				 Infin					
Statistical Value		0.00		0.00	Infin	0.00	0.48			
	0.600F	0.00 0.625F		0.00 0.833F		0.00 0.625F	0.48 0.690			
Statistical Value Significant?	0.600F NO	0.00 0.625F NO 0	/Admin -	0.00 0.833F NO		0.00 0.625F NO	0.48 0.690 NO	Favored Group: Wht		
Statistical Value Significant? Shortfall	0.600F NO	0.00 0.625F NO 0	/Admin -	0.00 0.833F NO 0		0.00 0.625F NO	0.48 0.690 NO	Favored Group: Wht		
Statistical Value Significant? Shortfall	0.600F NO 0	0.00 0.625F NO 0		0.00 0.833F NO 0	 rs	0.00 0.625F NO 0	0.48 0.690 NO 0	Favored Group: Wht		
Statistical Value Significant? Shortfall	0.600F NO 0	0.00 0.625F NO 0 Officials	His	0.00 0.833F NO 0 Superviso	rs Pac	0.00 0.625F NO 0	0.48 0.690 NO 0	Favored Group: Wht		
Statistical Value Significant? Shortfall 1SU Adverse IRA?	0.600F NO 0	0.00 0.625F NO 0 Officials	His	0.00 0.833F NO 0 Superviso	rs Pac	0.00 0.625F NO 0	0.48 0.690 NO 0	Favored Group: Wht		
Statistical Value Significant? Shortfall 1SU Adverse IRA? Selection Ratio	0.600F NO 0 Asi YES 0.00	0.00 0.625F NO 0 Officials	His	0.00 0.833F NO 0 Superviso	rs Pac	0.00 0.625F NO 0 Two YES 0.00	0.48 0.690 NO 0	Favored Group: Wht		

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

by Individual Race/Ethnicity

6GA	Adminis Adminis	trative Su trative	pport - G	eneral			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	trative Su	pport - Of	ffice			Favored Group: Wht
	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	0.00		
Statistical Value	0.333	0.333	0.408		0.136	0.272		
Significant?	NO	NO	NO		NO	NO		
Shortfall	0	0	0		0	0		
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.	Whites
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1CR		000 1 10 1 10 10 10	F
TOIX		Officials/Admin - Community Relations	Favored Group: Wht
	Min	Wht	
Adverse IRA?	YES		
Selection Ratio	0.00		
Statistical Value	0.792F		
Significant?	NO		
Shortfall	0		
1FL		Officials/Admin - Financial	Favored Group: Min
	Min	Wht	
Adverse IRA?			
Selection Ratio		Infin	
Statistical Value			
Significant?			
Shortfall			
1GA		Officials/Admin - General Administrative	Favored Group: Wht
	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 Administrative	Favored Group: Wht
	Min	Wht	
Adverse IRA?			
Selection Ratio	Infin		
Statistical Value			
Significant?			
G			

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/A	Admin - Community	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.593F		
Significant?		NO		
Shortfall		0		
1FL		Officials/	Admin - Financial	Favored Group: Mal
	Fem	Mal		
Adverse IRA?				
Selection Ratio	Infin			
Statistical Value				
Significant?				
Shortfall				
1GA		Officials/ Administ	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		Administ Administ	rative Support - General rative	Favored Group: Fem
	Fem	Mal		
Adverse IRA?				
Selection Ratio		Infin		
Statistical Value				
0: :::				

Adverse Impact for Applicants

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

by Gender

6OS		Adminis Support	trative Support - Office	Favored Group: Fem
	Fem	Mal		
Adverse IRA?		YES		
Selection Ratio		0.00		
Statistical Value		0.751		
Significant?		NO		
Shortfall		0		
7BT Skilled C		Skilled C	Craft - Building Trades	Favored Group: Mal

/ D I		Skilled C
	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.

[&]quot;--" 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.

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: 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/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										

1EI	R	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	nals - Accour	iting						
	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	00			
Total Opps	1					0 0.0	00			
Achieved? *						LIMITED				

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 - 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	Н	is	Ind	Pac	Two	
Prior Year Goal		29.57			12.25	13.24					
New Hire	0	0 N/A			0 1	I/A C	N/A				
Promotion	0	0 N/A			0 1	I/A C	N/A				
Total Opps	0	0 N/A			0 1	I/A C	N/A				
Achieved? *		NO OPPS			NO OPPS	NO C	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	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.

^{*} YES = within one person of exceeding prior year goal