

# City of Portland



**1160-PPR**  
**Portland Parks & Recreation**

## **Bureau**

# **Affirmative Action Program (AAP) Plan Reports**

**2018**  
**AAP Annual Plan Reports**  
**07/01/2016 to 12/31/2017**

Note: As of January 2018, the City of Portland changed its Affirmative Action Program Plan from a fiscal year plan to a calendar year plan. As a result, the 2018 AAP Annual Plan includes six quarters of applicant and personnel action data, extending from July 1, 2016 to December 31, 2017.

**Job Group  
Analysis  
Summary by EEO  
Category Report**

**Job Group  
Analysis  
Summary Report**

# **Job Group Analysis Report**

# **Incumbency vs. Estimated Availability Report**

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

# **Shortfall Report (Persons Required)**

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