

City of Portland



**1010-BES
Bureau of Environmental
Services**

Bureau Affirmative Action Program (AAP) Plan Reports

**2018 Quarter 2 (Semi-Annual)
AAP Update Plan Reports
1/1/2018 to 6/30/2018**



City of Portland
Bureau of

Human Resources

Knowledgeable | Helpful | Responsive

**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”*)