

# City of Portland



**1130-PWB**  
**Portland Water Bureau**

## **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”*)