

City of Portland

Affirmative Action Plan

Executive Summary

Citywide Analysis

The City's Affirmative Action Plan (AAP) for the years 2013 - 2017, demonstrates a continued commitment to equal employment opportunity and affirmative action. Through its affirmative Action Officer, Lynda Lewis, the City will continue to communicate its policies, both within the organization and to the community in which we work. Anna Kanwit, Human Resources Director, affords the Affirmative Action Officer full authority to take action needed to implement the plan and to pursue solutions to any problems that might impede the progress of this plan.

The employment data used in this plan was gathered from the City of Portland's most recent full plan year. This plan is a snapshot from the annual affirmative action reports, which represents the reporting period between July 1, 2011 through June 30, 2012. At the close of this plan year on June 30, 2012, an analysis of the City's workforce was undertaken and was analyzed by job groups and by bureaus to determine the employment of minorities and women, and to assure that placement goals are indicated when compared to the appropriate available workforce.

This analysis revealed 12 areas or job groups in which the difference between incumbency versus estimated availability was statistically significant showing that for the overwhelming majority of the workforce, employment levels of women and minorities are not representative of our recruiting population.

While reading the following information you may come across terms such as total minorities and parity. The definitions of these two terms are:

- Total minorities means everyone in the following minority groups: African American/ Black, Asian, Pacific Islander, American Indian , two or more races and Hispanic
- Parity means a condition achieved in an organization when the protected class composition of its work force is equal to that in the relevant available labor force.

Job codes and job titles under the following job groups are listed after this table. The 12 areas or job groups that require more focus are:

No. Job Group & Title	Area(s) Requiring More Focus
1. 1BO: Officials/Admin – Botanic	Females
2. 2FI: Professionals – Fire	Females
3. 3EL: Technicians – Electronics	Females
4. 3EN: Technicians – Environmental	Females & Total Minorities
5. 3ER: Technicians – Engineering & Related	Minorities (Hispanics)
6. 4LE-1: Protective Service-Sworn – Law Enforcement-Entry	Minorities (Hispanics & Native American)
7. 5LE: Protective Service-Non-Sworn – Parks/Recreation	Females
8. 5WA: Protective Service-Non-Sworn – Water	Females

9. 6ER: Administrative Support – Engineering Rel.	Females
10. 6LE: Administrative Support – Law Enforcement	Females & Total Minorities
11. 8BO: Service Maintenance – Botanic	Total Minorities
12. 8GM: Service Maintenance – Gen Maintenance/Trades	Total Minorities

The following provides Job codes and job titles in the above job groups requiring more focus are listed below:

No. Job Group & Title	Job Codes & Title
1. 1BO: Officials/Admin – Botanic	30000250-Tree Inspector
2. 2FI: Professionals – Fire	30000800 - Fire Training Officer
3. 3EL: Technicians – Electronics	30000240 - Instrument Technician, Lead 30000239 - Instrument Technician 30000236 - Electronics Technician II: Communication 30000237 - Electronics Technician II: Traffic Signals 30000238 - Communications Switch Technician 30000401 - Electronic Systems Technician 30000234 - Electronics Technician I: Communications
4. 3EN: Technicians – Environmental	30000672 - Data Acquisition & Mgmt Supervisor 30000338 - Environmental Technician II 30000337 - Environmental Technician I
5. 3ER: Technicians – Engineering & Related	30000402 - Signals & Street Lighting Technician 30000330 - CAD Technician III 30000978 - Mapping Data Technician II 30000326 - Engineering Technician III 30000343 - GIS Technician III 30000329 - CAD Technician II 30000325 - Engineering Technician II 30000342 - GIS Technician II 30000327 - Mapping Data Technician I 30001079 - Survey Project Support Tech 30001037 - Utility Locator 30000328 - CAD Technician I 30000341 - GIS Technician I 30000324 - Engineering Technician I 30000224 - Surveying Aide II
6. 4LE-1: Protective Service-Sworn – Law Enforcement-Entry	30000297 - Police Officer

No. Job Group & Title	Job Codes & Title
7. 5LE: Protective Service-Non-Sworn – Parks/Recreation	30000758 - Parks Security Manager 30000757 - Park Ranger Supervisor 30001709 - Park Ranger
8. 5WA: Protective Service-Non-Sworn – Water	30000137 - Water Security Specialist, Lead 30000138 - Water Security Specialist
9. 6ER: Administrative Support – Engineering Rel.	30000350 - Right of Way Agent III 30000349 - Right of Way Agent II 30000348 - Right of Way Agent I
10. 6LE: Administrative Support – Law Enforcement	30000771 - Alarm Program Coordinator 30000779 - Police Records Supervisor 30000770 - Home Security Specialist, Sr. 30000020 - Police Records Specialist
11. 8BO: Service Maintenance – Botanic	30001334 - Horticultural Supervisor 30000248 - High Climber 30000252 - Horticulturist
12. 8GM: Service Maintenance – Gen Maintenance/Trades	30000085 - Greenskeeper I 30000083 - Stable Attendant 30000076 - Utility Worker I

Nonetheless, the City expects to continue its successful outreach efforts and to ensure that all applicants and employees are treated fairly, based on job related criteria and without regard to race, color, religion, sex, age, disability, veteran status, national origin or any other characteristics protected by applicable law.

The City is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, hiring, communicating, and reporting, to ensure our compliance with affirmative action continues in good stead.

The City's thorough analysis of its workforce reveals that the City of Portland is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, the City of Portland is ready and willing to make affirmative action both a commitment and continued reality.

The City is also in compliance with the requirements for affirmative action for veterans and individuals with disabilities. The city bureaus have adopted strategies, plans and actions to recruit, promote and retain employees from these categories.

Bureau Analysis

The following information will provide you with the underutilization of females and minorities in all City's bureaus. Detailed information of job groups where underutilization exist can be found in the Affirmative Action Plan under Bureau Affirmative Action Strategies.

Office of Management and Finance

In the bureaus and offices that provide financial oversight, human resources management, revenue, purchasing, technology and general services, there has been significant progress in achieving goals for the employment of women and minorities. The Office of Management and Finance acknowledges the underutilization of 27 females and 3 minorities.

Portland Fire and Rescue

Portland Fire and Rescue has attained parity for minorities and females in the 650 positions in the 3 major job groups of protective for entry, mid level and senior level fire fighters. The bureau is still underutilized with 5 females and 3 minorities.

Bureau of Development Services

The Bureau of Development Services (BDS) is underutilized by 6 females and 3 minorities.

Bureau of Planning and Sustainability

Bureau of Planning and Sustainability acknowledges the underutilization of 3 females and 1 minority.

Portland Parks and Recreation (PP&R)

Portland Parks and Recreation has achieved parity in 23 of the 32 job groups. Portland Parks and Recreation is still underutilization by 10 females and 26 minorities.

Police Bureau

The Police Bureau acknowledges the underutilization of 18 females and 24 minorities.

The Police Bureau is working to reduce the underutilization in its sworn ranks at all levels and in administrative support job groups. The bureau has changed its recruiting strategies to ensure more minorities and females apply. It also plans to develop a mentorship program for employees aspiring to promote to mid-level and senior positions.

Bureau of Emergency Communication

The Bureau of Emergency Communications is at parity in all but 2 job groups by a total of 2 minorities. They have adopted plans to ensure equal opportunity and affirmative action in all future hiring.

Bureau of Transportation

The Portland Bureau of Transportation (PBOT) has underutilization of 7 females and 29 minorities.

Portland Water Bureau

Portland Water Bureau is underutilized by 19 female and 8 minorities.

Bureau of Environmental Services

The Bureau of Environmental Services (BES) has increased the representation of minorities and females in the professional and skilled craft areas in the botanic and engineering and related areas of the technician category. They are underutilized by 14 female and 13 minorities.

The following bureaus had no underutilization in their bureaus. These bureaus and offices have adopted strategies in their AAP's for 2013-2017 to retain parity and ensure equitable treatment.

- City Auditor's Office
- City Attorney's Office
- Portland Housing Bureau
- Office of Equity and Human Rights
- Office of Neighborhood Involvement
- Office of Government Relations
- Fire and Police Retirement and Disability Fund
- Portland Bureau of Emergency Management

City Budget Office

The City Budget Office is a newly formed office. There is no current data available. There are 12 positions in this office.

- DRAFT -

City of Portland, Oregon

Equal Employment Opportunity Affirmative Action Plan

2013-2017



Prepared For:

Mayor Charlie Hale

Nick Fish, Commissioner

Amanda Fritz, Commissioner

Steve Novick, Commissioner

Dan Saltzman, Commissioner

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Affirmative Action Plan for Minorities & Women



City of Portland

Oregon

July 1, 2013 – June 30, 2017

Anna Kanwit

Human Resources Director

Lynda Lewis

Affirmative Action Office

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Preface

City of Portland (also referred to as the City) is fully committed to the concept and practice of equal opportunity and affirmative action in all aspects of employment.

In preparation of this Affirmative Action Plan (AAP), the City has used the terminology used in E.O. 11246 and its implementation regulations as a guide. Therefore, the use of such terms as “underutilized,” “deficiency,” “concentration,” “affected class,” “goal,” “problem area,” etc. should not be construed as an admission by the City, in whole or in part, that any problem area exists or that either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by the City in violation of federal, state, or local fair employment practice laws.

Furthermore, nothing contained in this AAP or its supporting data should be construed as an admission by the City, in whole or in part, that it has contravened such federal, state, or local employment practice laws. In developing and implementing the AAP, the City has been guided by its established policy of providing equal employment opportunity. Any placement goals that the City has established herein are not intended as rigid, inflexible quotas that must be met, but rather as targets reasonably attainable by applying every good faith effort in implementing this AAP. The use of placement goals in this AAP is not intended, nor is the effect of such placement goals intended, to discriminate against an individual or group of individuals with respect to any employment opportunities for which he, she, or they are qualified on the grounds that he, she, or they are not the beneficiaries of affirmative action themselves. Nothing herein is intended to sanction the discriminatory treatment of any person. Indeed, all employment decisions at the City are made based on job related criteria. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608).

All monitoring system reports as required by federal regulations and laws have been completed. Reports that require specific data such as names of employees and salary information are not an official part of this AAP. This information is on file at the City as Documentation and Supporting Data for AAP Reports and is available for review only as required by law.

Additionally, appointing authorities and contractors doing business with the City of Portland are required to assure that equal employment opportunity is offered by their organizations, and that they comply with appropriate sections of this policy and with applicable state and federal regulations. The Bureau of Internal Bureau Services (BIBS), Procurement Services ensures that these requirements are in all of the contracts with the City.

This AAP does not constitute an express or implied contract between the City and its employees, job applicants, or other persons. Nothing in this AAP provides any individual or group with a private right of action against the City.

This AAP and its supporting data are available online at:
<http://www.portlandoregon.gov/bhr/27806>

Introduction

Ever committed to affirmative action, the City of Portland has prepared this AAP to cover employees reporting to and/or working in Portland, Oregon. This plan also covers employees working in other establishments who report to managers included in this plan.

As detailed in the Job Group Analysis, this AAP covers 5383 employees including 942 (17.5%) minorities and 1729 (32.19%) women. It is expected that these employees will help us to reach mutual goals of efficiency, resulting in both business and personal growth. As described in detail the plan that follows, the management of City of Portland has a continuing commitment to the practice of implemented action of this AAP.

Affirmative Action, Equal Employment Opportunity (EEO), the Americans with Disabilities Act, and other legislation, administrative rules and policies are the foundation of the City's Diversity Development strategy. In the City's view, diversity development incorporates and expands the effectiveness of Affirmative Action and EEO by linking them to a much larger matrix of activities designed to increase inclusiveness and reduce the impact of bias in the workplace. Therefore the City implemented the *City of Portland Diversity Development Strategic Initiative 2003-2008* in correlation to the City's AAP. Equal employment opportunity and affirmative action continue to support a broader and more inclusive equity strategy led by the new Office of Equity and Human Rights (OEHR).

This approach is consistent with the City's commitment to being an inclusive, respectful workplace that provides all employees with the opportunity to work and contribute to their full potential. This includes creating and maintaining a workplace that is free of workplace harassment and which values and utilizes the unique perspectives, skills, and knowledge of its workforce.

The City is proud of the gains it has made in diversifying its workforce and looks forward to achieving even greater results as it implements this Affirmative Action Plan.

Statement of Policy

To further its goal of equal employment opportunity for all employees and prospective employees without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law, the City of Portland states as its policy the following:

It is the policy of City of Portland, in accordance with all applicable laws, to recruit, hire, train, and promote persons in all job titles without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only job-related qualifications will be required.

All personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc. will be administered without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

It is the policy of the City of Portland that every employee has the right to work in an environment where each individual is treated with respect and dignity. Consistent with this policy the City is committed to maintaining a work environment that is free of bias, discrimination and harassment.

Consistent with this policy, it is the City's practice to prohibit illegal workplace harassment, discrimination and retaliation. This prohibition includes forms of harassment that violate state and federal laws, and forms of harassment that may not violate law, but which violate the City's Human Resources Administrative Rule (HRAR) 2.02 because they are not conducive to creating a respectful work environment for employees.

To assure compliance with the plan, Lynda Lewis, Manager, Outreach Employment and Diversity Resources, has been designated Affirmative Action Officer; to administer and monitor City of Portland Equal Employment Opportunity and Affirmative Action practices and make reports to the City Council. The AAP is available for inspection in accordance with applicable regulations.

Anna Kanwit, Director
Bureau of Human Resources
April 1, 2013

Reaffirmation of Policy

The City has established a written AAP with respect to equal opportunity. This AAP has been prepared in conformity with E.O. 11246 and the implementing regulations of OFCCP, 41 C.F.R. § Part 60-1 et seq. This AAP is designed to provide guidance to management with respect to the City's commitment to full implementation of its EEO/affirmative action policy. The City's official policy statement, signed by the Director of the Bureau of Human Resources, is included in the plan. The City's policy includes, without limitation, the following commitments:

To continue to provide equal employment opportunity to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.

1. To identify and analyze all areas of its employment process so as to further the principles of equal employment opportunity. Employment decisions in all areas are made on the basis of furthering the objective of equal employment. Specific examples include:
 - A. **RECRUITMENT AND SELECTION** - In conformity with applicable law, the recruitment, testing and hiring of all personnel will continue to be conducted without discrimination against any individual with regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin or other characteristic protected by law. All employee selection criteria used by the City are based solely on job-related criteria. Known sources of minority and female potential applicants are contacted regularly so as to maximize the participation of such applicants.
 - B. **PROMOTION** - Individuals will continue to be upgraded and promoted on the basis of their abilities, skills, and experience. The City ensures that minority and female employees who are qualified, as well as those who are qualified through training, are considered for promotion. In making promotion decisions, the supervisors directly involved and other appropriate personnel ensure that promotions are based solely on job-related criteria.
 - C. **TRANSFERS** - When vacancies occur, the supervisor directly involved and other appropriate personnel will continue to make positive efforts to affect transfers of minority and female employees whenever such transfers will increase the likelihood of greater job opportunity in areas where minority and female employees may have been or may now be underutilized.
 - D. **LAYOFFS** - If reductions in the City's workforce become necessary, they will be based on non-discriminatory policies. The City will review those persons affected by the reductions to assure compliance with this policy and to ensure that minorities and women are treated in a non-discriminatory manner with respect to layoff and recall.

2. To administer personnel actions affecting employees in areas such as compensation, benefits, transfers, layoffs, returns from layoff, City-sponsored training, education, and social and recreational programs, without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law. The City periodically reviews personnel actions and collects data on a continuing basis for the purpose of monitoring such actions.
3. To promulgate and administer the City's employee benefit plans, including pension, disability, and welfare insurance benefits, in conformity with the regulations of OFCCP, to the extent that such regulations are generally applicable and consistent with federal law. The Affirmative Action Officer meets periodically with appropriate management persons to review the progress made and to develop alternatives if required. The AAP in its entirety is reviewed and updated when such action is indicated by the implementation monitoring and progress evaluation of the plan.

Dissemination of Policy

1. INTERNAL

- A. The City's Equal Employment Policy is available to all employees and is published in the City of Portland Human Resources Administrative Rules. Copies of this Policy are available to all employees upon request. The Policy is available online at the Bureau of Human Resources' website.
(<http://www.portlandonline.com/auditor/index.cfm?c=27934&a=12121>)
- B. Supervisors and managers are responsible for both affirmative action compliance and program implementation. The City of Portland will continue to train supervisors and managers in the area of equal employment and fair labor practices. The Equal Employment Opportunity training includes information on the evolving issue of harassment based on protected characteristics (including sexual harassment); with emphasis on commitment to our policy that strictly forbids harassment in any form.
- C. We will continue to discuss the policy in any new employee and supervisor orientation.
- D. The policy will continue to be clearly posted on City bulletin boards.
- E. Management makes and will continue to make known to all employees the existence of our AAP, and will make available such elements of the plan as will enable employees to know of and to avail themselves of its benefits.

2. EXTERNAL

- A. The City will continue to inform recruitment sources of its commitment to EEO and affirmative action. In doing so, the City makes clear that all applicants will be treated without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law. Furthermore, these recruitment sources are informed that the City actively seeks qualified women and minorities for employment.
- B. The City communicates with appropriate minority and women's organizations, community agencies, guidance and placement personnel of local high schools, colleges, and other potential sources of minority and female applicants, apprising them of the City's EEO policy and encouraging them to refer minority and female candidates for employment. When the City advertises in newspapers for prospective employees, the advertisement includes the EEO solicitation "An Equal Opportunity/ Affirmative Action Employer" or its abbreviation.
- C. The City will continue to inform prospective employees of the existence of our AAP and make available to them such elements of the plan as will enable them to know of and to avail themselves of its benefits.
- D. The City annual report contains a statement that City of Portland is an equal employment opportunity employer.
- E. The City will continue to incorporate the equal opportunity clause, 41 C.F.R. § 60-1.4, in all purchase orders, leases, contracts, etc.
- F. The City will continue to refer a majority of all employment opportunities that are not expected to be filled from within to the state Department of Employment and Training and relevant sources of recruitment.

Responsibility for Implementation

In accordance with 41 C.F.R. 60-2.17

Anna Kanwit, Human Resources Director, has overall responsibility for implementation of the Equal Employment Opportunity Policy and the AAP. The City has assigned primary management responsibility and accountability for ensuring full compliance with the plan to Lynda Lewis, an official of the City. The Affirmative Action Officer has the authority, resources, support of, and access to top management necessary to ensure the effective implementation of the AAP. The Human Resources Director actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and requesting their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications on the City's Equal Employment Opportunity Policy and AAP.

1. The duties of the Affirmative Action Officer include:
 - A. Develop policy statements, AAP methods, and internal and external communication techniques. Affirmative action policies and procedures will continue to be developed to ensure an efficient yet positive interaction between the Affirmative Action Officer and the managers charged with employment responsibility.
 - B. Assist in the identification of problem areas, and developing strategies to eliminate any problems identified.
 - C. Assist line management and supervisors in devising solutions to equal employment problems, including counseling and training, to ensure full understanding of affirmative action and EEO policies and procedures.
 - D. Design and implement monitoring and reporting methods that will:
 - Measure the effectiveness of the City's equal employment and AAP.
 - Indicate any need for remedial action.
 - Determine the degree to which the City's placement goals and objectives are being attained.
 - Provide management with a working understanding of the City's AAP placement goals and objectives.
 - E. Meet with managers, supervisors, and employees to assure that the City's EEO policies are being followed.
 - F. Ensure that supervisors understand that their work performance is being evaluated in part on the basis of their demonstrated commitment to equal employment opportunity, and that it is their responsibility to prevent all types of unlawful workplace harassment.
 - G. Serve as a liaison between the City and enforcement agencies.
 - H. Serve as a liaison between the City and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.
 - I. Make contact with predominately female and minority high schools, colleges, and technical schools in the area as needed.
 - J. Keep management informed of developments in the equal employment opportunity and affirmative action area.
 - K. Conduct a periodic audit to ensure that the City complies in the following ways:
 1. EEO posters are properly displayed.
 2. All employees are afforded the opportunity and are encouraged to participate in all City-sponsored educational, training, recreation, and social activities.
2. The City recognizes that the cooperation of department supervisors and line managers is required to reach the full potential of this AAP. Therefore, supervisors and managers are expected to:
 - A. Assist the Affirmative Action Officer in the identification of any problem areas and help to eliminate any barriers to equal employment opportunity.

- B. Whenever possible, become involved in local minority organizations, women's organizations, community action groups, and community service programs.
- C. Work with the Affirmative Action Officer to periodically review hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action placement goals and objectives. Results from these reviews are communicated through appropriate management meetings.
- D. Review the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
- E. Adhere to the City's policy of equal employment opportunity for all employees and ensure that the policy is understood, supported and adhered to by the employees they supervise.
- F. Take action to prevent the harassment of employees based on protected characteristics or due to a perception that an individual might have been the beneficiary of the City's affirmative action efforts.

Quantitative Analyses

In accordance with 41 C.F.R. 60-2.10

The quantitative analyses that are described in the following pages were used in the development of this plan. For the sake of efficiency and clarity, we have selected only a limited number of key analyses to include in the Supporting Documents section of the plan. The required quantitative analysis reports have been produced and are on file electronically in the Bureau of Human Resources. Copies of these reports are available for review upon written request.

Organizational Profile

In accordance with 41 C.F.R. 60-2.11

As one of the diagnostic components of City of Portland's AAP and to conform to applicable regulations, the City has completed a profile of the workforce at all Portland, OR locations. The organizational profile is an overview of the staffing patterns at this establishment and is used to determine whether there are areas in the workforce where minorities or women are underrepresented or concentrated. To complete our organizational profile we have elected to follow the workforce analysis methodology.

The following charts set forth our Workforce Analysis. The analysis identifies the departments at all Portland, OR locations and for each department lists all job titles from the lowest paid to the highest paid. For each job title, we provide the following data: the total number of incumbents, the total number of male and female incumbents, and the total number of male and female incumbents in each of the following racial/ethnic groups: Black, Hispanic, Asian/Pacific Islander, and American Indian/Alaskan Native.

Workforce Analysis

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Workforce Analysis

1170

ONI-Office of Neighborhood Involvement

Job Code & Title	Average Salary & EEO	Total	W	B	A	H	I	P	2
30000012	\$20.20	Total 2	Mal	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min 1	Fem	2	1	0	1	0	0
30000016	\$21.13	Total 5	Mal	2	2	0	0	0	0
Information & Referral Specialist	6	Tot Min 1	Fem	3	2	0	0	1	0
30000309	\$26.42	Total 12	Mal	4	4	0	0	0	0
Crime Prevention Program	2	Tot Min 2	Fem	8	6	1	0	0	1
30000491	\$24.21	Total 3	Mal	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min 0	Fem	3	3	0	0	0	0
30000500	\$30.84	Total 2	Mal	1	1	0	0	0	0
Neighborhood Programs Coordinator	2	Tot Min 1	Fem	1	0	0	0	0	1
30000503	\$33.29	Total 1	Mal	0	0	0	0	0	0
Disability Program Specialist	2	Tot Min 0	Fem	1	1	0	0	0	0
30000463	\$32.26	Total 4	Mal	1	1	0	0	0	0
Program Specialist	1	Tot Min 1	Fem	3	2	0	1	0	0
30000437	\$35.67	Total 1	Mal	1	1	0	0	0	0
Administrative Supervisor II	6	Tot Min 0	Fem	0	0	0	0	0	0
30000567	\$31.39	Total 1	Mal	1	1	0	0	0	0
Financial Analyst	1	Tot Min 0	Fem	0	0	0	0	0	0
30000502	\$38.69	Total 2	Mal	2	2	0	0	0	0
Neighborhood Office Supervisor	6	Tot Min 0	Fem	0	0	0	0	0	0
30000464	\$35.08	Total 1	Mal	0	0	0	0	0	0
Program Coordinator	1	Tot Min 0	Fem	1	1	0	0	0	0
30000465	\$39.74	Total 2	Mal	1	1	0	0	0	0
Program Manager	1	Tot Min 0	Fem	1	1	0	0	0	0
30000440	\$41.56	Total 1	Mal	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min 0	Fem	1	1	0	0	0	0
30000415	\$62.64	Total 1	Mal	0	0	0	0	0	0
Neighborhood Involvement Director	1	Tot Min 1	Fem	1	0	0	0	1	0

Workforce Analysis

Total for 1170

Total 38

Mal

13

13

0

0

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1200

BOEC-Bureau of Emergency Communications

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000835	\$21.13	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Support Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001558	\$20.48	Total	1	Mal	0	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001533	\$55.56	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000013	\$24.45	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000032	\$20.21	Total	10	Mal	6	5	0	0	0	1	0	0
Emerg Commun Dispatcher, Trainee	5	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000031	\$23.94	Total	12	Mal	2	1	0	0	1	0	0	0
Emerg Commun Call Taker	5	Tot Min	1	Fem	10	10	0	0	0	0	0	0
30000038	\$26.30	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Call	5	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000434	\$29.26	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000035	\$27.79	Total	8	Mal	2	2	0	0	0	0	0	0
Emerg Commun Police Dispatcher	5	Tot Min	1	Fem	6	5	0	0	1	0	0	0
30000034	\$33.08	Total	51	Mal	15	15	0	0	0	0	0	0
Emerg Commun Dispatcher, Sr	5	Tot Min	4	Fem	36	32	1	0	3	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000037	\$34.32	Total	19	Mal	7	6	0	0	0	0	0	1
Emerg Commun Dispatcher,	5	Tot Min	2	Fem	12	11	0	0	1	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1200

BOEC-Bureau of Emergency Communications

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000785	\$39.78	Total	11	Mal	4	4	0	0	0	0	0	0
Emerg Commun Supervisor	6	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000487	\$39.61	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Management Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000789	\$42.72	Total	1	Mal	1	1	0	0	0	0	0	0
Emerg Commun Program Coord	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000788	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Training Officer	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000787	\$45.11	Total	2	Mal	0	0	0	0	0	0	0	0
Emerg Commun Operations Mgr,	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000786	\$56.58	Total	1	Mal	0	0	0	0	0	0	0	0
Emerg Commun Operations Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000429	\$70.65	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Communications	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1200		Total	131	Mal	39	36	0	0	1	1	0	1
		Tot Min	10	Fem	92	85	2	0	5	0	0	0

1220

OCT-Office for Community Technology

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	2	0	1	1	0	0	0	0
Program Specialist	1	Tot Min	2	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1220

OCT-Office for Community Technology

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000464	\$35.08	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	0	0	1	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000703	\$38.09	Total	2	Mal	0	0	0	0	0	0	0	0
Cable/Franchise Program Manager	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000704	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Cable/Franchise Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000425	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
Cable/Franchise Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1220		Total	9	Mal	4	1	1	2	0	0	0	0
		Tot Min	4	Fem	5	4	0	1	0	0	0	0

1310

OEHR-Office of Equity & Human Rights

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	1	1	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	2	0	1	0	0	0	0	1
Program Coordinator	1	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001758	\$64.90	Total	1	Mal	1	0	1	0	0	0	0	0
Equity and Human Rights Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 1310		Total	6	Mal	4	1	2	0	0	0	0	1
		Tot Min	4	Fem	2	1	1	0	0	0	0	0

Workforce Analysis

1040

PHB-Portland Housing Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001592	\$20.73	Total	3	Mal	1	0	0	1	0	0	0	0
Housing Administrative Specialist,	6	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30001369	\$31.07	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Compliance Analyst II	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001591	\$26.03	Total	1	Mal	1	1	0	0	0	0	0	0
Housing Business Systems Analyst,	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001596	\$26.19	Total	1	Mal	1	1	0	0	0	0	0	0
Housing Management Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001594	\$28.34	Total	4	Mal	0	0	0	0	0	0	0	0
Housing Program Specialist, Asst.	1	Tot Min	3	Fem	4	1	0	1	1	1	0	0
30001588	\$33.00	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Financial Analyst, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001364	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000064	\$29.42	Total	1	Mal	1	0	0	1	0	0	0	0
Accountant III	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001593	\$31.55	Total	5	Mal	1	1	0	0	0	0	0	0
Housing Progrm Specialist	1	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001361	\$34.48	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Construction Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001365	\$31.45	Total	2	Mal	0	0	0	0	0	0	0	0
Housing Loan Coordinator, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001595	\$34.70	Total	8	Mal	3	3	0	0	0	0	0	0
Housing Program Coordinator	1	Tot Min	2	Fem	5	3	1	1	0	0	0	0

Workforce Analysis

1040

PHB-Portland Housing Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30001367	\$33.89	Total	1	Mal	1	1	0	0	0	0	0	0
Lead Grant Program Coordinator	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30001362	\$37.59	Total	3	Mal	2	1	1	0	0	0	0	0
Housing Construction Coordinator,	1	Tot Min	2	Fem	1	0	0	0	0	0	0	1
30000495	\$33.19	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000465	\$39.74	Total	3	Mal	1	0	0	0	0	0	0	1
Program Manager	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30001363	\$40.69	Total	2	Mal	1	0	1	0	0	0	0	0
Housing Development Finance	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30001608	\$42.31	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Policy Manager	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001260	\$51.38	Total	1	Mal	1	1	0	0	0	0	0	0
Housing Director, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000417	\$60.10	Total	1	Mal	0	0	0	0	0	0	0	0
Housing Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1040		Total	51	Mal	17	12	2	2	0	0	0	1
		Tot Min	17	Fem	34	22	5	2	3	1	0	1

Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000073	\$13.50	Total	2	Mal	2	1	0	0	1	0	0	0
Maintenance Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000267	\$15.36	Total	2	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Tennis	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000258	\$17.81	Total	6	Mal	3	1	2	0	0	0	0	0
Recreation Leader-FT-Custmr Svc	8	Tot Min	2	Fem	3	3	0	0	0	0	0	0
30000256	\$18.41	Total	2	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Aquatics	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000262	\$19.13	Total	4	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Pre-School	8	Tot Min	1	Fem	4	3	0	1	0	0	0	0
30000266	\$19.84	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Senior	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000263	\$19.84	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Pottery	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000261	\$19.84	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Generalist	8	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000259	\$19.84	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Leader-FT-Disabled	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000257	\$19.84	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Leader-FT-Comnty Music	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000012	\$20.20	Total	5	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000061	\$21.13	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001709	\$5.75	Total	2	Mal	2	2	0	0	0	0	0	0
Park Ranger	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000076	\$21.12	Total	12	Mal	11	10	0	1	0	0	0	0
Utility Worker I	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000085	\$22.96	Total	14	Mal	14	13	0	0	1	0	0	0
Greenskeeper I	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000080	\$23.26	Total	15	Mal	13	11	1	1	0	0	0	0
Turf Maintenance Technician	8	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000831	\$19.09	Total	3	Mal	2	2	0	0	0	0	0	0
Botanic Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000101	\$23.79	Total	5	Mal	4	4	0	0	0	0	0	0
Automotive Equipment Oper I	8	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000269	\$21.74	Total	4	Mal	1	0	1	0	0	0	0	0
Recreation Coord I-At-Risk Yth	8	Tot Min	3	Fem	3	1	2	0	0	0	0	0
30000276	\$23.30	Total	32	Mal	13	8	3	0	1	1	0	0
Recreation Coord I-Generalist	8	Tot Min	9	Fem	19	15	3	0	0	0	0	1
30000275	\$23.32	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Public Events	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000278	\$23.63	Total	2	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Multnomah Art	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000268	\$23.73	Total	9	Mal	2	2	0	0	0	0	0	0
Recreation Coord I-Aquatics	8	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30001508	\$23.94	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Urban Parks	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000282	\$23.94	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Tennis	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000280	\$23.94	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord I-Senior	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000274	\$23.94	Total	3	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Environmental	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000273	\$23.94	Total	2	Mal	1	1	0	0	0	0	0	0
Recreation Coord I-Disabled	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000081	\$23.18	Total	30	Mal	23	19	1	0	2	0	0	1
Parks Technician	8	Tot Min	6	Fem	7	5	0	0	1	1	0	0
30000077	\$22.56	Total	14	Mal	14	9	3	2	0	0	0	0
Utility Worker II	8	Tot Min	5	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000013	\$24.45	Total	4	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	4	3	1	0	0	0	0	0
30000070	\$21.89	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Tech	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000086	\$24.45	Total	5	Mal	5	5	0	0	0	0	0	0
Greenskeeper II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000054	\$25.20	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000979	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-At-Risk Yth	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000290	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Multnomah Art	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000289	\$25.51	Total	3	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Generalist	8	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000288	\$25.51	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Fitness	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000287	\$25.51	Total	1	Mal	1	1	0	0	0	0	0	0
Recreation Coord II-Public Events	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000285	\$25.51	Total	1	Mal	0	0	0	0	0	0	0	0
Recreation Coord II-Comnty Music	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000284	\$25.51	Total	4	Mal	2	2	0	0	0	0	0	0
Recreation Coord II-Aquatics	8	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000252	\$25.62	Total	23	Mal	21	19	0	0	2	0	0	0
Horticulturist	8	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30001383	\$22.60	Total	2	Mal	2	2	0	0	0	0	0	0
Botanic Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000098	\$24.70	Total	11	Mal	9	8	0	0	1	0	0	0
Maintenance Mechanic	7	Tot Min	1	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1160

PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000105	\$26.61	Total	2	Mal	2	2	0	0	0	0	0	0
Construction Equipment Operator	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000084	\$26.80	Total	2	Mal	2	2	0	0	0	0	0	0
Parks Maintenance Crew Leader	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000087	\$26.87	Total	5	Mal	5	4	0	0	1	0	0	0
Greenskeeper III	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000127	\$27.15	Total	1	Mal	1	1	0	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000433	\$26.40	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000123	\$26.87	Total	1	Mal	1	1	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000112	\$26.87	Total	3	Mal	3	2	1	0	0	0	0	0
Painter	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000110	\$26.87	Total	7	Mal	6	6	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000248	\$26.87	Total	7	Mal	6	4	1	0	1	0	0	0
High Climber	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000071	\$29.18	Total	5	Mal	5	4	0	0	0	0	0	1
Facilities Maintenance Technician	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000063	\$28.17	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	2	Fem	2	0	0	1	1	0	0	0
30000250	\$29.27	Total	8	Mal	8	8	0	0	0	0	0	0
Tree Inspector	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000491	\$24.21	Total	1	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000434	\$29.26	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000757	\$21.67	Total	1	Mal	1	1	0	0	0	0	0	0
Park Ranger Supervisor	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000566	\$26.88	Total	2	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000450	\$28.42	Total	3	Mal	2	1	0	1	0	0	0	0
Management Assistant	1	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000462	\$29.44	Total	2	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000349	\$26.47	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000329	\$30.09	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001584	\$25.92	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec 1-Community Gardens	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000316	\$28.71	Total	2	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Youth & Comnty	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000315	\$29.29	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec I-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001333	\$31.50	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec I-Trails	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001005	\$28.64	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Forestry	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000320	\$29.80	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000317	\$31.57	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Arboretum Collection	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000321	\$32.16	Total	4	Mal	3	3	0	0	0	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000323	\$33.14	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Rose Garden	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000322	\$33.14	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Pest Mgmt	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000319	\$33.14	Total	1	Mal	0	0	0	0	0	0	0	0
Botanic Spec II-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000463	\$32.26	Total	5	Mal	2	1	0	0	1	0	0	0
Program Specialist	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000386	\$29.19	Total	2	Mal	1	1	0	0	0	0	0	0
Planner II. City-Parks	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000116	\$33.47	Total	2	Mal	2	1	0	0	0	1	0	0
Electrician	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000744	\$33.88	Total	5	Mal	3	3	0	0	0	0	0	0
Recreation Supervisor I	8	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000759	\$33.82	Total	5	Mal	4	3	0	0	1	0	0	0
Parks Maintenance Supervisor	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000761	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Turf & Irrigation Maint	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000499	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Volunteer Program Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000567	\$31.39	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000451	\$32.92	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000353	\$32.48	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate-Civil	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000350	\$35.01	Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000343	\$35.80	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000330	\$36.95	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000392	\$38.44	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001030	\$29.01	Total	1	Mal	1	1	0	0	0	0	0	0
SUN Community Schools Rec	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001334	\$30.03	Total	1	Mal	0	0	0	0	0	0	0	0
Horticultural Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001029	\$31.45	Total	1	Mal	0	0	0	0	0	0	0	0
Therapeutic Rec & Inclusion	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000749	\$34.06	Total	1	Mal	1	1	0	0	0	0	0	0
Arts Programs Supervisor	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000745	\$34.68	Total	5	Mal	2	2	0	0	0	0	0	0
Recreation Supervisor II	8	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000764	\$36.69	Total	4	Mal	3	3	0	0	0	0	0	0
Golf Course Superintendent	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000928	\$38.69	Total	1	Mal	1	0	1	0	0	0	0	0
Sports Management Supervisor	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000768	\$38.69	Total	2	Mal	1	1	0	0	0	0	0	0
Natural Areas Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000754	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Senior Recreation Program	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000753	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Aquatic Program Supervisor	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000750	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Music Programs Supervisor	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001685	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Parks Maintenance Supervisor II	7	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000714	\$38.67	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Supervisor,	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000766	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Raceway Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000763	\$31.06	Total	1	Mal	1	1	0	0	0	0	0	0
Urban Forestry Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	1	0	0	0	1	0	0	0
Program Coordinator	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000119	\$36.83	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician, Supervising	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000758	\$39.24	Total	1	Mal	1	0	0	0	0	0	0	1
Parks Security Manager	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000485	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$39.74	Total	2	Mal	1	1	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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PPR-Portland Parks and Recreation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000494	\$40.57	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Invlvmt	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000720	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Facilities Construction Proj	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000756	\$21.00	Total	2	Mal	0	0	0	0	0	0	0	0
Parks & Rec City Nature Zone Mgr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000686	\$39.44	Total	4	Mal	2	1	0	0	0	0	0	1
Capital Project Manager II	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000358	\$40.83	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000930	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Landscape Architect Project	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000497	\$41.07	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000755	\$42.53	Total	4	Mal	2	2	0	0	0	0	0	0
Parks & Rec Zone Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001733	\$42.73	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Property & Business	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000767	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Raceway Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000765	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Golf, Director of	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000439	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Administrative Mgr	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000687	\$45.67	Total	2	Mal	0	0	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000742	\$50.51	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Planner, Supervising	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000453	\$46.35	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	1	0	0	1	0	0	0	0
Business Operations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000834	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Rec Central Svcs/Asset	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000454	\$50.51	Total	1	Mal	0	0	0	0	0	0	0	0
Capital Improvmnt Program Planning	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001585	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Asset Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000746	\$44.86	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Natural Areas Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	0	0	0	0	0	0	1
Business Operations Manager, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000748	\$62.64	Total	1	Mal	0	0	0	0	0	0	0	0
Parks & Rec Services Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000428	\$69.72	Total	1	Mal	1	1	0	0	0	0	0	0
Parks & Recreation Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1160		Total	412	Mal	262	222	14	6	13	2	0	5
		Tot Min	61	Fem	150	129	9	4	3	1	0	4

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	5	Mal	1	1	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	3	Fem	4	1	1	1	0	0	0	1
30000828	\$21.13	Total	1	Mal	0	0	0	0	0	0	0	0
Records Specialist	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000337	\$19.09	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000324	\$21.70	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000341	\$24.37	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000013	\$24.45	Total	5	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000104	\$25.10	Total	1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000054	\$25.20	Total	3	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000161	\$26.64	Total	40	Mal	35	29	1	3	1	0	1	0
Wastewater Operator II	7	Tot Min	7	Fem	5	4	0	1	0	0	0	0
30001283	\$28.62	Total	6	Mal	2	2	0	0	0	0	0	0
Laboratory Analyst II	3	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000433	\$26.40	Total	4	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	4	3	0	0	1	0	0	0
30000157	\$27.07	Total	27	Mal	26	23	0	1	0	1	0	1
Industrial Maintenance Millwright	7	Tot Min	3	Fem	1	1	0	0	0	0	0	0
30000126	\$27.15	Total	1	Mal	1	1	0	0	0	0	0	0
Industrial Machinist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	0	0	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000063	\$28.17	Total	4	Mal	2	2	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000163	\$29.18	Total	5	Mal	4	4	0	0	0	0	0	0
Wastewater Operations Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000491	\$24.21	Total	2	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	3	2	1	0	0	0	0	0

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000450	\$28.42	Total	2	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000462	\$29.44	Total	2	Mal	1	1	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000345	\$22.95	Total	4	Mal	3	3	0	0	0	0	0	0
Materials Testing Technician II	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000342	\$28.89	Total	2	Mal	2	2	0	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000338	\$29.40	Total	40	Mal	27	25	1	0	0	0	1	0
Environmental Technician II	3	Tot Min	2	Fem	13	13	0	0	0	0	0	0
30000325	\$29.98	Total	24	Mal	16	13	0	3	0	0	0	0
Engineering Technician II	3	Tot Min	5	Fem	8	6	0	1	0	0	0	1
30000329	\$30.09	Total	14	Mal	12	11	1	0	0	0	0	0
CAD Technician II	3	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000401	\$32.30	Total	3	Mal	3	2	0	0	1	0	0	0
Electronic Systems Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000333	\$27.57	Total	1	Mal	0	0	0	0	0	0	0	0
Development Services Technician II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000315	\$29.29	Total	1	Mal	1	1	0	0	0	0	0	0
Botanic Spec I-Generalist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001284	\$29.14	Total	6	Mal	3	3	0	0	0	0	0	0
Laboratory Analytical Specialist	3	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000064	\$29.42	Total	1	Mal	1	1	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000228	\$30.73	Total	16	Mal	12	10	1	0	1	0	0	0
Public Works Inspector	1	Tot Min	3	Fem	4	3	0	0	0	1	0	0
30000320	\$29.80	Total	3	Mal	1	1	0	0	0	0	0	0
Botanic Spec II-Generalist	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0

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BES-Bureau of Environmental Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000321	\$32.16	Total	7	Mal	7	6	0	1	0	0	0	0
Botanic Spec II-Ntrl Resource	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000712	\$30.58	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Services Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000644	\$33.18	Total	4	Mal	3	3	0	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000481	\$31.38	Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000661	\$32.52	Total	3	Mal	1	1	0	0	0	0	0	0
Environmental Program Specialist	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000492	\$33.69	Total	2	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	1	1	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001285	\$36.73	Total	2	Mal	0	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000116	\$33.47	Total	6	Mal	6	5	0	0	0	0	0	1
Electrician	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000239	\$33.25	Total	9	Mal	9	8	0	0	0	0	0	1
Instrument Technician	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001510	\$42.84	Total	1	Mal	1	1	0	0	0	0	0	0
ISTA VI-Vertical GIS Specialty	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000468	\$36.57	Total	1	Mal	1	1	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000229	\$34.95	Total	11	Mal	10	6	0	1	0	0	1	2
Public Works Inspector, Sr	1	Tot Min	5	Fem	1	0	1	0	0	0	0	0
30000353	\$32.48	Total	7	Mal	4	3	0	0	1	0	0	0
Engineering Associate-Civil	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000121	\$34.42	Total	6	Mal	6	6	0	0	0	0	0	0
Electrician/Instrument Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000346	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Materials Testing Technician III	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000343	\$35.80	Total	3	Mal	3	2	0	1	0	0	0	0
GIS Technician III	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000326	\$36.65	Total	7	Mal	4	2	0	2	0	0	0	0
Engineering Technician III	3	Tot Min	3	Fem	3	2	0	0	1	0	0	0
30000330	\$36.95	Total	5	Mal	4	3	0	0	0	0	1	0
CAD Technician III	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000339	\$36.08	Total	28	Mal	16	15	1	0	0	0	0	0
Environmental Specialist	2	Tot Min	5	Fem	12	8	1	0	2	0	0	1
30000373	\$37.81	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000399	\$36.70	Total	2	Mal	2	2	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000482	\$35.77	Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000493	\$35.51	Total	2	Mal	2	2	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000662	\$36.49	Total	9	Mal	2	2	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min	0	Fem	7	7	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000666	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Watershed Revegetation Program	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000464	\$35.08	Total	6	Mal	2	1	0	0	1	0	0	0
Program Coordinator	1	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000459	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Policy Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000485	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Safety & Risk Officer I	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000495	\$33.19	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000449	\$39.69	Total	3	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000698	\$38.90	Total	1	Mal	1	1	0	0	0	0	0	0
Property Acquisition & Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000470	\$39.35	Total	1	Mal	0	0	0	0	0	0	0	0
Contractor Dev Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000452	\$39.50	Total	3	Mal	1	0	0	0	1	0	0	0
Management Analyst, Sr	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000465	\$39.74	Total	5	Mal	3	2	1	0	0	0	0	0
Program Manager	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000690	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000673	\$38.99	Total	4	Mal	4	1	2	1	0	0	0	0
Wastewater Treatment O&M	7	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000700	\$41.55	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000576	\$42.01	Total	1	Mal	1	1	0	0	0	0	0	0
Economist, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000667	\$33.65	Total	1	Mal	0	0	0	0	0	0	0	0
Watershed Revegetation Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000686	\$39.44	Total	3	Mal	3	3	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000663	\$41.85	Total	10	Mal	7	6	0	0	1	0	0	0
Environmental Program Manager	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000691	\$42.84	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Inspection Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000656	\$42.84	Total	4	Mal	2	2	0	0	0	0	0	0
Water Resources Program Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000455	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Contracts Dev & Review	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000340	\$41.81	Total	1	Mal	1	1	0	0	0	0	0	0
Hydrogeologist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000358	\$40.83	Total	10	Mal	5	5	0	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000360	\$42.90	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Associate,	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000635	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical/Instrumentation Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000672	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
Data Acquisition & Mgmt Supervisor	3	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000671	\$43.02	Total	1	Mal	1	0	0	1	0	0	0	0
Biosolids/Reuse Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000836	\$43.92	Total	1	Mal	1	0	0	0	1	0	0	0
Development Supervisor II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000218	\$47.90	Total	2	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000880	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst,	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30001659	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Svc, OCIP, Risk &	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001359	\$46.06	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Svcs Public Affairs	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000441	\$47.19	Total	3	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000664	\$47.48	Total	4	Mal	1	1	0	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000677	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Portland Harbor Superfund	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000670	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000367	\$29.39	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000368	\$45.79	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000365	\$46.52	Total	29	Mal	26	19	0	6	1	0	0	0
Engineer-Civil	2	Tot Min	8	Fem	3	2	0	1	0	0	0	0
30000366	\$47.30	Total	2	Mal	2	1	0	1	0	0	0	0
Engineer-Electrical	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001736	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Compliance Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001078	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Sustainable Stormwater Division Mgr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000859	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Intergovernmental	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000733	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Development Services Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000659	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Watershed Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000606	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Mgr-Enterprise Database	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001735	\$60.13	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Investigations Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000680	\$50.88	Total	10	Mal	8	8	0	0	0	0	0	0
Engineer, Sr	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000681	\$55.34	Total	11	Mal	8	7	0	1	0	0	0	0
Engineer, Supervising	1	Tot Min	3	Fem	3	1	0	2	0	0	0	0
30000674	\$43.46	Total	1	Mal	1	1	0	0	0	0	0	0
Wastewater Treatment Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001080	\$46.58	Total	1	Mal	0	0	0	0	0	0	0	0
Healthy Working Rivers Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000689	\$51.04	Total	1	Mal	0	0	0	0	0	0	0	0
Capital Program Mgmt & Controls	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000675	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Wastewater Collections System	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000682	\$59.48	Total	3	Mal	3	3	0	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000660	\$48.61	Total	1	Mal	0	0	0	0	0	0	0	0
Watershed Services Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000676	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
Wastewater Operations Group	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000669	\$62.64	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Monitoring Svcs	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000683	\$70.56	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000419	\$88.86	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Services Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1010		Total	518	Mal	347	298	8	22	9	1	4	5
		Tot Min	77	Fem	171	143	7	8	6	2	0	5

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FPDR-Bureau of Fire and Police Disability and Ret

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	1	1	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000065	\$21.71	Total	1	Mal	0	0	0	0	0	0	0	0
Claims Technician, Assistant	6	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000592	\$34.96	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Assistant, Sr	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000479	\$31.21	Total	1	Mal	0	0	0	0	0	0	0	0
Workers Compensation/Disability	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000480	\$35.63	Total	3	Mal	0	0	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000568	\$39.46	Total	2	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0

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FPDR-Bureau of Fire and Police Disability and Ret

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000582	\$48.10	Total	1	Mal	0	0	0	0	0	0	0
FPDR Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30001384	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
FPDR Financial Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000412	\$62.64	Total	1	Mal	0	0	0	0	0	0	0
FPDR Director	1	Tot Min	1	Fem	1	0	1	0	0	0	0
Total for 1230		Total	16	Mal	1	1	0	0	0	0	0
		Tot Min	5	Fem	15	10	2	2	0	1	0

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000061	\$21.13	Total	2	Mal	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	2	1	0	1	0	0	0
30001533	\$55.56	Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000077	\$22.56	Total	1	Mal	1	1	0	0	0	0	0
Utility Worker II	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	1	0	0	0	0	0	1
30000013	\$24.45	Total	2	Mal	1	0	0	0	1	0	0
Office Support Specialist III	6	Tot Min	1	Fem	1	1	0	0	0	0	0
30000793	\$25.28	Total	436	Mal	407	325	19	22	23	17	1
Fire Fighter	4	Tot Min	83	Fem	29	28	0	1	0	0	0
30000795	\$28.63	Total	14	Mal	14	11	0	1	1	1	0
Fire Fighter Specialist	4	Tot Min	3	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000433	\$26.40	Total	4	Mal	1	0	0	1	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000112	\$26.87	Total	1	Mal	1	1	0	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000110	\$26.87	Total	2	Mal	2	2	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000131	\$26.90	Total	7	Mal	7	7	0	0	0	0	0	0
Vehicle & Equipment Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000071	\$29.18	Total	2	Mal	2	2	0	0	0	0	0	0
Facilities Maintenance Technician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000434	\$29.26	Total	4	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000566	\$26.88	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000333	\$27.57	Total	2	Mal	0	0	0	0	0	0	0	0
Development Services Technician II	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000064	\$29.42	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000336	\$33.42	Total	1	Mal	0	0	0	0	0	0	0	0
Fire Land Use Review Technician	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000713	\$34.84	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	1	Fem	1	0	0	0	0	0	1	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000518	\$35.06	Total	1	Mal	1	1	0	0	0	0	0	0
Video Production Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000474	\$35.06	Total	1	Mal	0	0	0	0	0	0	0	0
EAP Specialist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000707	\$34.12	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Maintenance Supervisor I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000519	\$36.82	Total	1	Mal	1	1	0	0	0	0	0
Video Production Manager	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000714	\$38.67	Total	1	Mal	1	1	0	0	0	0	0
Facilities Maintenance Supervisor,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000822	\$30.44	Total	11	Mal	11	8	0	2	0	1	0
Harbor Pilot	4	Tot Min	3	Fem	0	0	0	0	0	0	0
30000798	\$30.62	Total	99	Mal	94	78	3	8	3	2	0
Fire Lieutenant	4	Tot Min	16	Fem	5	5	0	0	0	0	0
30000808	\$37.85	Total	20	Mal	18	11	3	0	3	1	0
Fire Inspector	4	Tot Min	7	Fem	2	2	0	0	0	0	0
30000708	\$39.51	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000815	\$40.93	Total	7	Mal	4	3	1	0	0	0	0
Fire Investigator	4	Tot Min	1	Fem	3	3	0	0	0	0	0
30000801	\$41.54	Total	8	Mal	8	8	0	0	0	0	0
Fire Lieutenant, Staff	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30000812	\$41.93	Total	12	Mal	9	6	0	1	1	1	0
Fire Inspector/Specialist	4	Tot Min	3	Fem	3	3	0	0	0	0	0
30000800	\$32.30	Total	5	Mal	5	5	0	0	0	0	0
Fire Training Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000489	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
EMS Program Manager	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000497	\$41.07	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000806	\$41.61	Total	13	Mal	13	13	0	0	0	0	0	0
Fire Battalion Chief	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000803	\$35.65	Total	29	Mal	27	21	1	2	2	1	0	0
Fire Captain	4	Tot Min	7	Fem	2	1	1	0	0	0	0	0
30000811	\$46.27	Total	5	Mal	3	3	0	0	0	0	0	0
Fire Inspector, Sr	4	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000400	\$47.48	Total	1	Mal	1	1	0	0	0	0	0	0
Hazardous Materials Coordinator	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000805	\$37.78	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Training Captain	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000816	\$46.24	Total	2	Mal	2	2	0	0	0	0	0	0
Fire Inspector, Sr - Specialist	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000819	\$40.01	Total	3	Mal	2	2	0	0	0	0	0	0
EMS Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000823	\$52.15	Total	6	Mal	6	4	0	1	0	0	0	1
Fire Chief, Deputy	1	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30001082	\$55.85	Total	1	Mal	1	1	0	0	0	0	0	0
Fire Marshal, Assistant	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000817	\$43.68	Total	5	Mal	5	4	0	1	0	0	0	0
Fire Captain, Staff	4	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	1	0	0	1	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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PFR-Portland Fire and Rescue

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000807	\$56.40	Total	2	Mal	2	2	0	0	0	0	0
Fire Battalion Chief, Staff	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30000826	\$47.54	Total	1	Mal	1	1	0	0	0	0	0
Fire Marshal	4	Tot Min	0	Fem	0	0	0	0	0	0	0
30000825	\$57.56	Total	2	Mal	2	2	0	0	0	0	0
Fire Division Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000432	\$67.58	Total	1	Mal	0	0	0	0	0	0	0
Fire Chief	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1020		Total	736	Mal	661	534	27	40	34	24	1
		Tot Min	134	Fem	75	68	1	2	2	0	1

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000073	\$13.50	Total	2	Mal	2	1	1	0	0	0	0
Maintenance Worker	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000012	\$20.20	Total	7	Mal	3	3	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	4	3	1	0	0	0	0
30000133	\$17.67	Total	12	Mal	10	10	0	0	0	0	0
Water Meter Reader I	6	Tot Min	1	Fem	2	1	0	1	0	0	0
30000029	\$22.40	Total	2	Mal	2	0	0	1	0	1	0
Service Dispatcher	6	Tot Min	2	Fem	0	0	0	0	0	0	0
30000017	\$22.75	Total	41	Mal	11	9	1	1	0	0	0
Customer Accounts Specialist I	6	Tot Min	10	Fem	30	22	5	2	1	0	0
30001558	\$20.48	Total	1	Mal	0	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000403	\$26.43	Total	1	Mal	0	0	0	0	0	0	0
Remittance Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000076	\$21.12	Total	6	Mal	6	3	1	1	0	1	0
Utility Worker I	8	Tot Min	3	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000149	\$22.65	Total	3	Mal	3	3	0	0	0	0	0
Watershed Specialist I	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000224	\$22.26	Total	2	Mal	2	2	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000341	\$24.37	Total	1	Mal	1	1	0	0	0	0	0
GIS Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000328	\$24.37	Total	1	Mal	1	1	0	0	0	0	0
CAD Technician I	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000101	\$23.79	Total	9	Mal	9	7	1	0	1	0	0
Automotive Equipment Oper I	8	Tot Min	2	Fem	0	0	0	0	0	0	0
30000081	\$23.18	Total	5	Mal	5	5	0	0	0	0	0
Parks Technician	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000077	\$22.56	Total	36	Mal	30	22	3	2	2	1	0
Utility Worker II	8	Tot Min	11	Fem	6	3	0	1	1	1	0
30000138	\$22.56	Total	17	Mal	14	11	2	0	1	0	0
Water Security Specialist	5	Tot Min	3	Fem	3	3	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	1	0	0	1	0	0	0
Accountant I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000014	\$24.95	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist, Lead	6	Tot Min	1	Fem	1	0	0	0	0	0	1
30000013	\$24.45	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	2	Fem	2	0	1	0	0	1	0
30000018	\$24.75	Total	8	Mal	3	3	0	0	0	0	0
Customer Accounts Specialist II	6	Tot Min	1	Fem	5	4	1	0	0	0	0
30000142	\$24.62	Total	4	Mal	3	1	0	0	0	2	0
Water Meter Technician I	7	Tot Min	3	Fem	1	0	0	0	1	0	0
30000078	\$23.79	Total	1	Mal	1	1	0	0	0	0	0
Water Utility Worker, Sr	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000151	\$23.79	Total	2	Mal	2	2	0	0	0	0	0
Watershed Specialist II	7	Tot Min	0	Fem	0	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000135	\$23.95	Total	7	Mal	6	6	0	0	0	0	0	0
Water Service Inspector I	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000134	\$23.16	Total	1	Mal	0	0	0	0	0	0	0	0
Water Meter Reader II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000144	\$22.98	Total	10	Mal	10	8	0	0	1	1	0	0
Water Operations Mechanic,	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000137	\$23.78	Total	2	Mal	2	2	0	0	0	0	0	0
Water Security Specialist, Lead	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000102	\$24.61	Total	1	Mal	1	0	0	0	0	1	0	0
Automotive Equip Oper II: Sewer	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000104	\$25.10	Total	1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000152	\$22.84	Total	3	Mal	2	1	0	0	0	0	0	1
Operating Engineer I	7	Tot Min	2	Fem	1	0	0	0	0	1	0	0
30000054	\$25.20	Total	3	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000252	\$25.62	Total	1	Mal	1	1	0	0	0	0	0	0
Horticulturist	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001037	\$24.28	Total	6	Mal	4	3	1	0	0	0	0	0
Utility Locator	3	Tot Min	3	Fem	2	0	2	0	0	0	0	0
30000105	\$26.61	Total	17	Mal	16	15	0	0	0	1	0	0
Construction Equipment Operator	8	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000136	\$25.02	Total	1	Mal	1	1	0	0	0	0	0	0
Water Service Inspector II	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000127	\$27.15	Total	2	Mal	2	2	0	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001283	\$28.62	Total	4	Mal	3	2	0	0	1	0	0	0
Laboratory Analyst II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000433	\$26.40	Total	6	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	6	6	0	0	0	0	0	0

Workforce Analysis

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000114	\$26.16	Total	3	Mal	3	3	0	0	0	0	0	0
Industrial Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000110	\$26.87	Total	2	Mal	2	2	0	0	0	0	0	0
Carpenter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000107	\$26.87	Total	3	Mal	3	3	0	0	0	0	0	0
Concrete Finisher	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000225	\$28.20	Total	2	Mal	2	1	0	0	1	0	0	0
Surveyor I	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000139	\$18.19	Total	1	Mal	1	1	0	0	0	0	0	0
Water Quality Inspector I	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	1	1	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000145	\$28.10	Total	25	Mal	24	19	1	1	2	1	0	0
Water Operations Mechanic	7	Tot Min	5	Fem	1	1	0	0	0	0	0	0
30000063	\$28.17	Total	4	Mal	1	1	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000120	\$33.41	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician/Instrument Tech,	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001308	\$28.61	Total	2	Mal	2	2	0	0	0	0	0	0
Watershed Specialist III	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000115	\$28.21	Total	1	Mal	1	1	0	0	0	0	0	0
Industrial Painter, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000143	\$28.21	Total	7	Mal	7	5	0	1	0	1	0	0
Water Meter Technician II	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000147	\$30.42	Total	9	Mal	7	7	0	0	0	0	0	0
Water Treatment Operator II	7	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000154	\$30.80	Total	13	Mal	12	11	0	0	0	0	0	1
Operating Engineer III	7	Tot Min	2	Fem	1	0	0	0	0	1	0	0
30000140	\$30.80	Total	5	Mal	3	2	1	0	0	0	0	0
Water Quality Inspector II	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000434	\$29.26	Total	6	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	6	6	0	0	0	0	0	0
30000566	\$26.88	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000450	\$28.42	Total	6	Mal	3	2	1	0	0	0	0	0
Management Assistant	1	Tot Min	3	Fem	3	1	1	0	1	0	0	0
30000462	\$29.44	Total	4	Mal	2	2	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000342	\$28.89	Total	6	Mal	3	2	0	1	0	0	0	0
GIS Technician II	3	Tot Min	2	Fem	3	2	0	1	0	0	0	0
30000325	\$29.98	Total	8	Mal	4	4	0	0	0	0	0	0
Engineering Technician II	3	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000329	\$30.09	Total	5	Mal	4	3	1	0	0	0	0	0
CAD Technician II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000148	\$32.32	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operator, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000141	\$32.32	Total	1	Mal	1	1	0	0	0	0	0	0
Water Quality Inspector III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000226	\$30.13	Total	1	Mal	1	1	0	0	0	0	0	0
Surveyor II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001284	\$29.14	Total	2	Mal	0	0	0	0	0	0	0	0
Laboratory Analytical Specialist	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000064	\$29.42	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000228	\$30.73	Total	6	Mal	5	3	0	0	1	1	0	0
Public Works Inspector	1	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000644	\$33.18	Total	4	Mal	2	2	0	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000481	\$31.38	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000661	\$32.52	Total	3	Mal	0	0	0	0	0	0	0	0
Environmental Program Specialist	2	Tot Min	1	Fem	3	2	0	0	1	0	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001285	\$36.73	Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Coordinator	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000116	\$33.47	Total	4	Mal	4	4	0	0	0	0	0	0
Electrician	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000239	\$33.25	Total	6	Mal	6	6	0	0	0	0	0	0
Instrument Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000203	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
Applications Analyst II-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000759	\$33.82	Total	1	Mal	1	1	0	0	0	0	0	0
Parks Maintenance Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000630	\$35.32	Total	10	Mal	10	8	1	0	1	0	0	0
Public Works Supervisor II	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000645	\$34.35	Total	2	Mal	2	2	0	0	0	0	0	0
Security Supervisor	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000567	\$31.39	Total	2	Mal	1	1	0	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000451	\$32.92	Total	3	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000468	\$36.57	Total	1	Mal	1	1	0	0	0	0	0	0
Stores System Supervisor II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000229	\$34.95	Total	3	Mal	3	2	0	0	1	0	0	0
Public Works Inspector, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000353	\$32.48	Total	5	Mal	4	3	0	1	0	0	0	0
Engineering Associate-Civil	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000355	\$35.30	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Associate-Mechanical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000350	\$35.01	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Agent III	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000343	\$35.80	Total	2	Mal	1	1	0	0	0	0	0	0
GIS Technician III	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000326	\$36.65	Total	2	Mal	1	1	0	0	0	0	0	0
Engineering Technician III	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000978	\$36.92	Total	1	Mal	1	0	0	1	0	0	0	0
Mapping Data Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000330	\$36.95	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Technician III	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000339	\$36.08	Total	5	Mal	2	2	0	0	0	0	0	0
Environmental Specialist	2	Tot Min	1	Fem	3	2	0	0	0	0	0	1
30000398	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Water Resources	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000373	\$37.81	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000331	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
CAD Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000399	\$36.70	Total	2	Mal	1	1	0	0	0	0	0	0
Capital Project Manager I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000117	\$34.52	Total	1	Mal	1	1	0	0	0	0	0	0
Electrician, Lead	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000240	\$35.07	Total	1	Mal	1	1	0	0	0	0	0
Instrument Technician, Lead	3	Tot Min	0	Fem	0	0	0	0	0	0	0
30000493	\$35.51	Total	2	Mal	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	2	2	0	0	0	0	0
30000662	\$36.49	Total	1	Mal	0	0	0	0	0	0	0
Environmental Program Coordinator	2	Tot Min	1	Fem	1	0	0	0	0	0	1
30000512	\$37.81	Total	2	Mal	1	1	0	0	0	0	0
Water Conservation Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000464	\$35.08	Total	5	Mal	4	3	1	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000651	\$38.69	Total	1	Mal	1	0	0	0	1	0	0
Water Quality Inspection Supervisor	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000204	\$40.65	Total	2	Mal	2	1	1	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30001408	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Instrumentation & Security Systems	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000532	\$36.16	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000449	\$39.69	Total	3	Mal	1	0	1	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	3	Fem	2	0	0	2	0	0	0
30000647	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Water Resource & Urban Affairs	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000445	\$37.85	Total	7	Mal	3	3	0	0	0	0	0
Customer Service Supervisor	1	Tot Min	1	Fem	4	3	1	0	0	0	0
30000698	\$38.90	Total	1	Mal	1	1	0	0	0	0	0
Property Acquisition & Services	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000452	\$39.50	Total	2	Mal	2	2	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0

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PWB-Portland Water Bureau

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000487	\$39.61	Total	1	Mal	1	1	0	0	0	0	0	0
Emergency Management Program	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$39.74	Total	2	Mal	1	1	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000732	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Development Supervisor I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000646	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Water Consortium Conservation Pg	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000207	\$42.07	Total	2	Mal	2	2	0	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000695	\$42.22	Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Supvr/Water Rights	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000603	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Analyst IV(Supvr)-Gen	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000658	\$39.14	Total	1	Mal	1	1	0	0	0	0	0	0
Hydroelectric Power Project Mgr,	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000686	\$39.44	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000691	\$42.84	Total	1	Mal	1	0	0	0	1	0	0	0
Public Works Inspection Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000656	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Water Resources Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000514	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Water Conservation Program	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000488	\$42.84	Total	1	Mal	1	1	0	0	0	0	0	0
Security & Emerg Mgmt Program	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000455	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Contracts Dev & Review	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

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Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000340	\$41.81	Total	1	Mal	1	1	0	0	0	0	0	0
Hydrogeologist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000358	\$40.83	Total	15	Mal	10	6	1	3	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	5	Fem	5	4	0	1	0	0	0	0
30001081	\$43.76	Total	1	Mal	1	1	0	0	0	0	0	0
Watershed & Conduit Supvr	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000652	\$44.63	Total	3	Mal	3	2	1	0	0	0	0	0
Water Maintenance Supervisor, Sr	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000650	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Water Treatment Operations	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000635	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Electrical/Instrumentation Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000486	\$44.50	Total	1	Mal	1	1	0	0	0	0	0	0
Safety & Risk Officer II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000693	\$42.98	Total	1	Mal	0	0	0	0	0	0	0	0
Mapping & GIS Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000696	\$22.56	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Survey Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000497	\$41.07	Total	1	Mal	1	0	1	0	0	0	0	0
Public Information Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000653	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Mechanical Systems	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000438	\$45.11	Total	1	Mal	0	0	0	0	0	0	0	0
Water Administrative Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000687	\$45.67	Total	2	Mal	0	0	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000218	\$47.90	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000577	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Economist, Principal	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

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Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30001860	\$44.98	Total	1	Mal	1	1	0	0	0	0	0	0
Water Resources Program Mgr, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000453	\$46.35	Total	3	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000466	\$46.40	Total	3	Mal	2	2	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000441	\$47.19	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000664	\$47.48	Total	1	Mal	1	1	0	0	0	0	0	0
Environmental Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000670	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Laboratory Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000657	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Hydroelectric Power Project	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000454	\$50.51	Total	1	Mal	1	1	0	0	0	0	0	0
Capital Improvmnt Program Planning	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000364	\$45.04	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Chemical/Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000365	\$46.52	Total	17	Mal	12	12	0	0	0	0	0	0
Engineer-Civil	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000366	\$47.30	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer-Electrical	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001034	\$51.45	Total	1	Mal	1	1	0	0	0	0	0	0
Water Quality Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000680	\$50.88	Total	16	Mal	11	10	0	1	0	0	0	0
Engineer, Sr	2	Tot Min	2	Fem	5	4	0	1	0	0	0	0
30000681	\$55.34	Total	5	Mal	4	4	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1

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PWB-Portland Water Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000654	\$54.21	Total	1	Mal	0	0	0	0	0	0	0	0
Water Operations & Support	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000648	\$55.59	Total	1	Mal	0	0	0	0	0	0	0	0
Water Resources Planning Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000682	\$59.48	Total	7	Mal	5	5	0	0	0	0	0	0
Engineer, Principal	1	Tot Min	1	Fem	2	1	0	0	0	0	0	1
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000655	\$62.64	Total	4	Mal	3	3	0	0	0	0	0	0
Water Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000685	\$70.65	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Chief - Water Bureau	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000424	\$89.45	Total	1	Mal	1	1	0	0	0	0	0	0
Water Utility Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1130		Total	582	Mal	398	334	21	16	14	11	0	2
		Tot Min	106	Fem	184	142	13	14	5	4	0	6

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BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	5	Mal	3	3	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000332	\$23.91	Total	5	Mal	2	2	0	0	0	0	0	0
Development Services Technician I	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	1	1	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000014	\$24.95	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist, Lead	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000013	\$24.45	Total	6	Mal	1	1	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	5	5	0	0	0	0	0	0

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BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000184	\$25.19	Total	5	Mal	5	4	0	1	0	0	0	0
Code Specialist II	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000171	\$27.34	Total	5	Mal	5	2	2	0	1	0	0	0
Housing Inspector	1	Tot Min	3	Fem	0	0	0	0	0	0	0	0
30000186	\$27.92	Total	1	Mal	0	0	0	0	0	0	0	0
Code Specialist III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000375	\$26.28	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Associate	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000433	\$26.40	Total	4	Mal	1	0	0	0	0	0	0	1
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000447	\$27.93	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000333	\$27.57	Total	11	Mal	4	4	0	0	0	0	0	0
Development Services Technician II	1	Tot Min	2	Fem	7	5	1	0	1	0	0	0
30000377	\$29.19	Total	2	Mal	0	0	0	0	0	0	0	0
Planner I, City-Land Use	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000172	\$32.84	Total	2	Mal	2	2	0	0	0	0	0	0
Housing Inspector, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	0	0	1	0	0	0	0
Community Outreach & Informtn	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000463	\$32.26	Total	2	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000389	\$24.68	Total	3	Mal	1	1	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000385	\$32.91	Total	11	Mal	2	2	0	0	0	0	0	0
Planner II. City-Land Use	2	Tot Min	1	Fem	9	8	0	0	0	1	0	0
30000448	\$35.38	Total	2	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000567	\$31.39	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000451	\$32.92	Total	2	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000173	\$33.22	Total	3	Mal	3	3	0	0	0	0	0	0
Building Inspector II	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000179	\$34.79	Total	1	Mal	0	0	0	0	0	0	0	0
Site Development Inspector II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000168	\$34.79	Total	4	Mal	3	3	0	0	0	0	0	0
Electrical Inspector	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000164	\$34.79	Total	3	Mal	3	2	1	0	0	0	0	0
Plumbing Inspector	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000393	\$37.60	Total	7	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	6	6	0	0	0	0	0	0
30000397	\$37.81	Total	2	Mal	1	0	0	0	0	1	0	0
Planner, Sr City-Urban Design	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000392	\$38.44	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000334	\$34.36	Total	3	Mal	0	0	0	0	0	0	0	0
Development Services Technician III	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000335	\$35.57	Total	3	Mal	2	2	0	0	0	0	0	0
Development Services Project Coord	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000737	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Noise Control Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000231	\$35.18	Total	10	Mal	8	7	0	1	0	0	0	0
Plans Examiner, Commercial	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000170	\$37.14	Total	15	Mal	13	12	0	0	1	0	0	0
Combination Inspector	1	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000452	\$39.50	Total	3	Mal	2	2	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000174	\$38.87	Total	10	Mal	9	7	1	0	1	0	0	0
Building Inspector, Sr	1	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000169	\$39.06	Total	5	Mal	5	5	0	0	0	0	0	0
Electrical Inspector, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000165	\$39.06	Total	3	Mal	3	2	1	0	0	0	0	0
Plumbing Inspector, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000232	\$39.59	Total	2	Mal	1	1	0	0	0	0	0	0
Plans Examiner, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000836	\$43.92	Total	1	Mal	0	0	0	0	0	0	0	0
Development Supervisor II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000735	\$48.10	Total	3	Mal	3	3	0	0	0	0	0	0
Inspection Supervisor	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000724	\$46.94	Total	3	Mal	2	1	0	1	0	0	0	0
Planner, Supervising	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000466	\$46.40	Total	2	Mal	2	2	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000730	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Plan Review Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000367	\$29.39	Total	2	Mal	1	1	0	0	0	0	0	0
Engineer-Geotechnical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1210

BDS-Bureau of Development Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000368	\$45.79	Total	1	Mal	0	0	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000369	\$46.42	Total	4	Mal	3	2	0	0	0	0	0	1
Engineer-Structural	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000680	\$50.88	Total	1	Mal	1	0	0	1	0	0	0	0
Engineer, Sr	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000681	\$55.34	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Supervising	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000725	\$54.46	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000736	\$56.58	Total	2	Mal	2	2	0	0	0	0	0	0
Inspection Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000426	\$79.51	Total	1	Mal	1	0	1	0	0	0	0	0
Development Services Director	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
Total for 1210		Total	178	Mal	103	86	6	5	3	1	0	2
		Tot Min	25	Fem	75	67	2	4	1	1	0	0

1100

City Auditor

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000013	\$24.45	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000542	\$22.33	Total	2	Mal	1	1	0	0	0	0	0	0
Records Center Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000028	\$25.36	Total	2	Mal	0	0	0	0	0	0	0	0
Hearings Clerk	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1100

City Auditor

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000433	\$26.40	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	1	1	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000544	\$31.79	Total	2	Mal	1	1	0	0	0	0	0	0
Archivist, Assistant	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000492	\$33.69	Total	2	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000543	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Records Management Specialist	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000548	\$35.03	Total	4	Mal	1	1	0	0	0	0	0	0
Management Auditor	2	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000448	\$35.38	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000451	\$32.92	Total	2	Mal	1	1	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000553	\$36.82	Total	2	Mal	1	1	0	0	0	0	0	0
Complaint Investigator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000546	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
Clerk to City Council	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000545	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Archivist & Records Center	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000549	\$37.04	Total	5	Mal	0	0	0	0	0	0	0	0
Management Auditor, Sr	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1100

City Auditor

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000552	\$40.69	Total	1	Mal	1	0	0	0	1	0	0	0
Foreclosure Program Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000547	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Council Support & Contracts	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000550	\$45.11	Total	2	Mal	1	1	0	0	0	0	0	0
Management Auditor, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000555	\$40.22	Total	2	Mal	1	0	1	0	0	0	0	0
IPR Program Manager, Assistant	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000598	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Hearings Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000556	\$54.90	Total	1	Mal	0	0	0	0	0	0	0	0
IPR Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000551	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Audit Services, Director of	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1100		Total	44	Mal	16	14	1	0	1	0	0	0
		Tot Min	5	Fem	28	25	0	1	1	0	0	1

1030

OGR-Office of Government Relations

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000434	\$29.26	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000005	\$30.45	Total	2	Mal	2	2	0	0	0	0	0	0
Commissioner's Staff Rep	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000498	\$40.69	Total	2	Mal	1	1	0	0	0	0	0	0
Government Relations Lobbyist	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30001783	\$47.60	Total	1	Mal	1	1	0	0	0	0	0	0
State Government Relations Mgr	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000414	\$66.00	Total	1	Mal	0	0	0	0	0	0	0	0
Government Relations Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

Total for 1030	Total	7	Mal	4	4	0	0	0	0	0	0
	Tot Min	1	Fem	3	2	0	0	0	0	0	1

1090

City Attorney

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000591	\$32.04	Total	7	Mal	0	0	0	0	0	0	0	0
Legal Assistant	6	Tot Min	1	Fem	7	6	1	0	0	0	0	0
30000593	\$29.69	Total	6	Mal	0	0	0	0	0	0	0	0
Paralegal	6	Tot Min	1	Fem	6	5	0	1	0	0	0	0
30000592	\$34.96	Total	2	Mal	0	0	0	0	0	0	0	0
Legal Assistant, Sr	6	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000829	\$38.32	Total	1	Mal	0	0	0	0	0	0	0	0
Legal Assistant Supervisor	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000594	\$38.69	Total	3	Mal	0	0	0	0	0	0	0	0
Paralegal, Sr	6	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000830	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Paralegal Supervisor	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000440	\$41.56	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000600	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Law Office Administrator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000595	\$51.89	Total	16	Mal	10	7	0	1	1	0	1	0
Attorney, Deputy City	2	Tot Min	4	Fem	6	5	0	0	0	0	0	1
30000596	\$61.01	Total	12	Mal	7	7	0	0	0	0	0	0
Attorney, Sr Deputy City	2	Tot Min	1	Fem	5	4	0	1	0	0	0	0
30000597	\$69.56	Total	5	Mal	2	2	0	0	0	0	0	0
Attorney, Chief Deputy City	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000418	\$80.27	Total	1	Mal	1	1	0	0	0	0	0	0
Attorney, City	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1090		Total	58	Mal	20	17	0	1	1	0	1	0
		Tot Min	8	Fem	38	33	2	2	0	0	0	1

Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000188	\$14.33	Total	1	Mal	0	0	0	0	0	0	0	0
Parking Collection Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001183	\$17.44	Total	3	Mal	1	1	0	0	0	0	0	0
Transportation Demand Mgmt	8	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000012	\$20.20	Total	5	Mal	1	0	0	1	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30001158	\$21.23	Total	3	Mal	1	0	1	0	0	0	0	0
Parking Code Enfrcmnt	5	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30000029	\$22.40	Total	7	Mal	3	2	0	0	1	0	0	0
Service Dispatcher	6	Tot Min	2	Fem	4	3	1	0	0	0	0	0
30001558	\$20.48	Total	7	Mal	1	1	0	0	0	0	0	0
Timekeeping Specialist	6	Tot Min	3	Fem	6	3	1	1	0	0	0	1
30000076	\$21.12	Total	11	Mal	7	3	4	0	0	0	0	0
Utility Worker I	8	Tot Min	4	Fem	4	4	0	0	0	0	0	0
30000185	\$22.07	Total	43	Mal	24	22	1	1	0	0	0	0
Parking Code Enforcement Officer	5	Tot Min	5	Fem	19	16	1	0	0	1	0	1
30000224	\$22.26	Total	10	Mal	10	10	0	0	0	0	0	0
Surveying Aide II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000348	\$18.19	Total	1	Mal	0	0	0	0	0	0	0	0
Right of Way Agent I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000324	\$21.70	Total	9	Mal	7	6	0	1	0	0	0	0
Engineering Technician I	3	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000101	\$23.79	Total	46	Mal	41	32	5	0	1	3	0	0
Automotive Equipment Oper I	8	Tot Min	10	Fem	5	4	0	1	0	0	0	0
30000077	\$22.56	Total	121	Mal	111	93	9	4	1	3	0	1
Utility Worker II	8	Tot Min	20	Fem	10	8	2	0	0	0	0	0
30000090	\$22.65	Total	9	Mal	9	5	2	2	0	0	0	0
Asphalt Raker	7	Tot Min	4	Fem	0	0	0	0	0	0	0	0
30000062	\$25.42	Total	2	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0

Workforce Analysis

1120

PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000053	\$23.59	Total	1	Mal	1	0	0	0	0	1	0	0
Storekeeper/Acquisition Specialist I	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000030	\$24.95	Total	1	Mal	0	0	0	0	0	0	0	0
Service Dispatcher, Lead	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000013	\$24.45	Total	7	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	1	Fem	7	6	1	0	0	0	0	0
30000102	\$24.61	Total	8	Mal	8	6	1	0	1	0	0	0
Automotive Equip Oper II: Sewer	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000104	\$25.10	Total	1	Mal	1	1	0	0	0	0	0	0
Automotive Equip Oper II:	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000103	\$25.10	Total	10	Mal	10	8	2	0	0	0	0	0
Automotive Equip Oper II: Street	8	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000054	\$25.20	Total	4	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001037	\$24.28	Total	5	Mal	3	2	0	0	0	0	1	0
Utility Locator	3	Tot Min	2	Fem	2	1	0	0	0	0	0	1
30000105	\$26.61	Total	16	Mal	15	13	1	0	0	1	0	0
Construction Equipment Operator	8	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30001079	\$25.17	Total	1	Mal	1	1	0	0	0	0	0	0
Survey Project Support Tech	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000099	\$24.31	Total	5	Mal	3	1	0	2	0	0	0	0
Parking Pay Station Technician	7	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000127	\$27.15	Total	2	Mal	2	2	0	0	0	0	0	0
General Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001809	\$26.12	Total	3	Mal	3	3	0	0	0	0	0	0
Collection System Investigator	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001808	\$26.36	Total	6	Mal	6	5	1	0	0	0	0	0
Collection System Video Inspector	8	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000092	\$26.62	Total	7	Mal	5	4	0	1	0	0	0	0
Traffic Crew Leader	7	Tot Min	1	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000433	\$26.40	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000123	\$26.87	Total	1	Mal	1	1	0	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000112	\$26.87	Total	1	Mal	1	1	0	0	0	0	0	0
Painter	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000110	\$26.87	Total	5	Mal	4	3	0	0	0	1	0	0
Carpenter	7	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000107	\$26.87	Total	12	Mal	12	12	0	0	0	0	0	0
Concrete Finisher	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000089	\$26.87	Total	1	Mal	0	0	0	0	0	0	0	0
Sign Maker	2	Tot Min	1	Fem	1	0	0	0	0	1	0	0
30000225	\$28.20	Total	6	Mal	5	4	0	1	0	0	0	0
Surveyor I	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000197	\$27.60	Total	5	Mal	4	4	0	0	0	0	0	0
Sidewalk Inspector	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000056	\$28.98	Total	2	Mal	2	2	0	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000095	\$27.60	Total	10	Mal	10	10	0	0	0	0	0	0
Environmental Systems Crew	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000091	\$27.60	Total	6	Mal	6	4	1	1	0	0	0	0
Street Maintenance Crew Leader	7	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	1	1	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000100	\$28.15	Total	1	Mal	1	1	0	0	0	0	0	0
Parking Pay Station Technician,	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000491	\$24.21	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000434	\$29.26	Total	5	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	2	Fem	5	3	0	1	0	0	0	1

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000566	\$26.88	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000450	\$28.42	Total	1	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000351	\$28.00	Total	5	Mal	2	2	0	0	0	0	0	0
Transportation Demand Mgmt Spec I	8	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000349	\$26.47	Total	2	Mal	2	2	0	0	0	0	0	0
Right of Way Agent II	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000327	\$24.37	Total	1	Mal	0	0	0	0	0	0	0	0
Mapping Data Technician I	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000342	\$28.89	Total	8	Mal	7	6	0	0	0	0	0	1
GIS Technician II	3	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000325	\$29.98	Total	16	Mal	9	7	1	0	0	1	0	0
Engineering Technician II	3	Tot Min	3	Fem	7	6	0	1	0	0	0	0
30000329	\$30.09	Total	4	Mal	4	3	0	1	0	0	0	0
CAD Technician II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000372	\$15.55	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000226	\$30.13	Total	2	Mal	2	1	0	0	0	1	0	0
Surveyor II	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000228	\$30.73	Total	8	Mal	5	4	0	0	0	1	0	0
Public Works Inspector	1	Tot Min	2	Fem	3	2	0	0	1	0	0	0
30000237	\$32.64	Total	3	Mal	2	0	0	1	0	0	0	1
Electronics Technician II:Traffic	3	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	2	Mal	1	1	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000644	\$33.18	Total	2	Mal	2	2	0	0	0	0	0	0
Maintenance Planner/Scheduler	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000481	\$31.38	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000463	\$32.26	Total	6	Mal	2	2	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000388	\$31.40	Total	2	Mal	2	1	0	1	0	0	0	0
Planner II. City-Transportation	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000385	\$32.91	Total	1	Mal	1	0	0	0	1	0	0	0
Planner II. City-Land Use	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000116	\$33.47	Total	14	Mal	12	10	1	0	1	0	0	0
Electrician	7	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000643	\$34.92	Total	1	Mal	1	1	0	0	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000630	\$35.32	Total	23	Mal	20	17	1	1	1	0	0	0
Public Works Supervisor II	7	Tot Min	4	Fem	3	2	0	0	0	0	0	1
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000839	\$18.41	Total	2	Mal	2	2	0	0	0	0	0	0
Portland Streetcar Operations Supvr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000567	\$31.39	Total	3	Mal	0	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000451	\$32.92	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000229	\$34.95	Total	3	Mal	3	3	0	0	0	0	0	0
Public Works Inspector, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000353	\$32.48	Total	3	Mal	1	1	0	0	0	0	0	0
Engineering Associate-Civil	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000352	\$36.66	Total	6	Mal	3	3	0	0	0	0	0	0
Transportation Demand Mgmt Spec	8	Tot Min	0	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000347		\$37.81	Total	1	Mal	0	0	0	0	0	0	0
Materials Quality Compliance	7		Tot Min	0	Fem	1	1	0	0	0	0	0
30000350		\$35.01	Total	3	Mal	2	2	0	0	0	0	0
Right of Way Agent III	6		Tot Min	0	Fem	1	1	0	0	0	0	0
30000326		\$36.65	Total	6	Mal	6	6	0	0	0	0	0
Engineering Technician III	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000978		\$36.92	Total	1	Mal	1	1	0	0	0	0	0
Mapping Data Technician II	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000330		\$36.95	Total	1	Mal	1	1	0	0	0	0	0
CAD Technician III	3		Tot Min	0	Fem	0	0	0	0	0	0	0
30000402		\$37.81	Total	1	Mal	1	0	0	0	1	0	0
Signals & Street Lighting Technician	3		Tot Min	1	Fem	0	0	0	0	0	0	0
30000393		\$37.60	Total	1	Mal	1	1	0	0	0	0	0
Planner, Sr City-Land Use	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000396		\$37.81	Total	4	Mal	3	2	0	0	1	0	0
Planner, Sr City-Transportation	2		Tot Min	1	Fem	1	1	0	0	0	0	0
30000395		\$37.81	Total	1	Mal	1	0	0	1	0	0	0
Planner, Sr City-Transportation	2		Tot Min	1	Fem	0	0	0	0	0	0	0
30000331		\$37.81	Total	1	Mal	1	1	0	0	0	0	0
CAD Analyst	2		Tot Min	0	Fem	0	0	0	0	0	0	0
30000334		\$34.36	Total	1	Mal	0	0	0	0	0	0	0
Development Services Technician III	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000399		\$36.70	Total	4	Mal	2	2	0	0	0	0	0
Capital Project Manager I	1		Tot Min	0	Fem	2	2	0	0	0	0	0
30000117		\$34.52	Total	2	Mal	1	1	0	0	0	0	0
Electrician, Lead	7		Tot Min	0	Fem	1	1	0	0	0	0	0
30000634		\$37.76	Total	2	Mal	2	1	0	1	0	0	0
Electrical Supervisor	7		Tot Min	1	Fem	0	0	0	0	0	0	0
30000637		\$37.81	Total	2	Mal	2	1	1	0	0	0	0
Parking Enforcement Supervisor	5		Tot Min	1	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000493	\$35.51	Total	2	Mal	1	1	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000739	\$38.69	Total	3	Mal	2	2	0	0	0	0	0	0
Transportation Planning Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	4	Mal	4	4	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000166	\$36.69	Total	1	Mal	1	1	0	0	0	0	0	0
Lighting & Signal Inspector	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000638	\$40.69	Total	1	Mal	1	0	0	0	0	0	0	1
Parking Control Manager	5	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000694	\$35.58	Total	1	Mal	1	1	0	0	0	0	0	0
Surveying Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000449	\$39.69	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000568	\$39.46	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000452	\$39.50	Total	2	Mal	2	2	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$39.74	Total	4	Mal	2	2	0	0	0	0	0	0
Program Manager	1	Tot Min	1	Fem	2	1	0	0	0	0	0	1
30000732	\$40.69	Total	2	Mal	1	1	0	0	0	0	0	0
Development Supervisor I	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000690	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Public Works Inspection Supervisor	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000207	\$42.07	Total	2	Mal	2	2	0	0	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000631	\$41.99	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Supervisor, Sr	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000640	\$42.84	Total	1	Mal	1	1	0	0	0	0	0	0
Portland Streetcar Maintenance	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000686	\$39.44	Total	7	Mal	4	4	0	0	0	0	0	0
Capital Project Manager II	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000440	\$41.56	Total	3	Mal	2	1	0	1	0	0	0	0
Business Operations Supervisor	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000639	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Portland Streetcar Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001810	\$38.87	Total	1	Mal	1	1	0	0	0	0	0	0
Env Policy & Hazardous Materials	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000363	\$40.39	Total	7	Mal	5	4	0	1	0	0	0	0
Engineering Associate, Sr-Traffic	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000358	\$40.83	Total	8	Mal	4	3	1	0	0	0	0	0
Engineering Associate, Sr-Civil	2	Tot Min	1	Fem	4	4	0	0	0	0	0	0
30000362	\$42.90	Total	1	Mal	0	0	0	0	0	0	0	0
Engineering Associate, Sr-Structural	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000486	\$44.50	Total	1	Mal	1	0	1	0	0	0	0	0
Safety & Risk Officer II	3	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000679	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Public Works Permit Engineering	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000696	\$22.56	Total	1	Mal	1	1	0	0	0	0	0	0
Engineering Survey Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000697	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Right of Way Acquisition Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000687	\$45.67	Total	4	Mal	3	3	0	0	0	0	0	0
Capital Project Manager III	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000218	\$47.90	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	1	1	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000441		\$47.19	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000569		\$47.31	Total	1	Mal	1	0	0	1	0	0	0
Financial Analyst, Principal	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30001259		\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Capital Program Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30001258		\$48.10	Total	1	Mal	0	0	0	0	0	0	0
Capital Project Control Manager	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000699		\$48.10	Total	1	Mal	1	1	0	0	0	0	0
Traffic Investigations Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30001734		\$46.17	Total	2	Mal	1	1	0	0	0	0	0
Engineer-Bridge	2		Tot Min	1	Fem	1	0	0	1	0	0	0
30000369		\$46.42	Total	1	Mal	0	0	0	0	0	0	0
Engineer-Structural	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000365		\$46.52	Total	2	Mal	1	1	0	0	0	0	0
Engineer-Civil	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000370		\$46.67	Total	7	Mal	4	1	1	1	0	1	0
Engineer-Traffic	2		Tot Min	3	Fem	3	3	0	0	0	0	0
30000733		\$51.71	Total	1	Mal	1	0	0	0	1	0	0
Development Services Manager	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30000680		\$50.88	Total	9	Mal	7	5	0	2	0	0	0
Engineer, Sr	2		Tot Min	2	Fem	2	2	0	0	0	0	0
30000681		\$55.34	Total	5	Mal	3	3	0	0	0	0	0
Engineer, Supervising	1		Tot Min	0	Fem	2	2	0	0	0	0	0
30000632		\$47.66	Total	2	Mal	2	2	0	0	0	0	0
Public Works Division Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000642		\$49.36	Total	3	Mal	2	2	0	0	0	0	0
Transportation Division Manager	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30000741		\$56.58	Total	1	Mal	1	1	0	0	0	0	0
Transportation Planning Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

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PBOT-Portland Bureau of Transportation

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000682	\$59.48	Total	3	Mal	2	2	0	0	0	0	0	0
Engineer, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000855	\$62.64	Total	1	Mal	0	0	0	0	0	0	0	0
Maintenance Group Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000854	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
Transportation Systems Grp Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000853	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
Transportation Dev & Engineering	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000683	\$70.56	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer, Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000420	\$72.99	Total	1	Mal	1	1	0	0	0	0	0	0
Transportation Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1120		Total	682	Mal	506	417	35	26	9	14	1	4
		Tot Min	122	Fem	176	143	9	12	2	2	0	8

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BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	3	2	1	0	0	0	0	0
30000061	\$21.13	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Technician	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000184	\$25.19	Total	1	Mal	0	0	0	0	0	0	0	0
Code Specialist II	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000375	\$26.28	Total	3	Mal	1	0	1	0	0	0	0	0
Planner, Associate	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000433	\$26.40	Total	6	Mal	3	2	0	0	1	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0

Workforce Analysis

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000447	\$27.93	Total	1	Mal	1	0	0	1	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001509	\$28.66	Total	1	Mal	0	0	0	0	0	0	0	0
Web Designer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000450	\$28.42	Total	4	Mal	1	1	0	0	0	0	0	0
Management Assistant	1	Tot Min	1	Fem	3	2	0	0	0	1	0	0
30000462	\$29.44	Total	7	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	2	Fem	7	5	0	1	0	1	0	0
30000342	\$28.89	Total	1	Mal	1	1	0	0	0	0	0	0
GIS Technician II	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000338	\$29.40	Total	1	Mal	0	0	0	0	0	0	0	0
Environmental Technician II	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000372	\$15.55	Total	1	Mal	0	0	0	0	0	0	0	0
Graphics Designer II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000436	\$32.68	Total	1	Mal	1	0	0	0	0	1	0	0
Administrative Supervisor I	6	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000505	\$28.50	Total	8	Mal	3	3	0	0	0	0	0	0
Conservation Program Specialist	2	Tot Min	0	Fem	5	5	0	0	0	0	0	0
30000492	\$33.69	Total	7	Mal	0	0	0	0	0	0	0	0
Community Outreach & Informtn	2	Tot Min	2	Fem	7	5	1	1	0	0	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000389	\$24.68	Total	1	Mal	0	0	0	0	0	0	0	0
Planner II. City-Urban Design	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000383	\$28.49	Total	1	Mal	1	1	0	0	0	0	0	0
Planner II. City-Economic	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1140

BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000385	\$32.91	Total	11	Mal	6	5	0	1	0	0	0	0
Planner II. City-Land Use	2	Tot Min	1	Fem	5	5	0	0	0	0	0	0
30000212	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
ISTA IV-Vertical GIS Specialty	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000567	\$31.39	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000451	\$32.92	Total	3	Mal	1	0	0	1	0	0	0	0
Management Analyst	1	Tot Min	2	Fem	2	1	0	1	0	0	0	0
30000393	\$37.60	Total	9	Mal	6	6	0	0	0	0	0	0
Planner, Sr City-Land Use	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000397	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Urban Design	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000396	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Transportation	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000391	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Sr City-Economic	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000373	\$37.81	Total	1	Mal	1	1	0	0	0	0	0	0
Graphics Designer III	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000392	\$38.44	Total	1	Mal	0	0	0	0	0	0	0	0
Planner, Sr City-Environmental	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000506	\$36.67	Total	5	Mal	2	1	0	1	0	0	0	0
Conservation Program Coordinator	2	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000495	\$33.19	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000507	\$38.86	Total	6	Mal	2	0	0	0	0	2	0	0
Conservation Program Coordinator,	2	Tot Min	2	Fem	4	4	0	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0

Workforce Analysis

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BPS-Bureau of Planning and Sustainability

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000724	\$46.94	Total	4	Mal	2	1	0	1	0	0	0	0
Planner, Supervising	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	1	1	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000509	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Conservation Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000508	\$48.10	Total	1	Mal	1	0	0	0	0	1	0	0
Solid Waste & Recycling Program	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000725	\$54.46	Total	2	Mal	1	1	0	0	0	0	0	0
Planner, Principal	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001658	\$55.85	Total	1	Mal	1	1	0	0	0	0	0	0
Plg & Sust Policy, Rsrch & Oper Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001053	\$70.30	Total	1	Mal	1	1	0	0	0	0	0	0
Planner, Chief	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001054	\$88.76	Total	1	Mal	0	0	0	0	0	0	0	0
Planning & Sustainability Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1140		Total	108	Mal	40	29	1	5	1	4	0	0
		Tot Min	23	Fem	68	56	5	5	0	2	0	0

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000022	\$18.08	Total	12	Mal	2	2	0	0	0	0	0	0
Police Desk Clerk	6	Tot Min	1	Fem	10	9	1	0	0	0	0	0
30000020	\$20.75	Total	53	Mal	14	12	0	0	0	1	0	1
Police Records Specialist	6	Tot Min	5	Fem	39	36	2	1	0	0	0	0
30000024	\$20.92	Total	26	Mal	5	5	0	0	0	0	0	0
Police Administrative Support	6	Tot Min	5	Fem	21	16	0	2	3	0	0	0
30000017	\$22.75	Total	1	Mal	0	0	0	0	0	0	0	0
Customer Accounts Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000769	\$23.50	Total	1	Mal	1	1	0	0	0	0	0	0
Home Security Specialist	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000096	\$22.65	Total	4	Mal	4	4	0	0	0	0	0	0
Auto Servicer	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000083	\$22.65	Total	2	Mal	1	1	0	0	0	0	0	0
Stable Attendant	8	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000079	\$23.78	Total	1	Mal	0	0	0	0	0	0	0	0
Equestrian Trainer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000062	\$25.42	Total	7	Mal	0	0	0	0	0	0	0	0
Accountant I	2	Tot Min	2	Fem	7	5	0	2	0	0	0	0
30000025	\$23.74	Total	16	Mal	2	2	0	0	0	0	0	0
Police Administrative Support Spec,	6	Tot Min	1	Fem	14	13	0	1	0	0	0	0
30000021	\$24.65	Total	9	Mal	1	1	0	0	0	0	0	0
Police Records Training Coordinator	2	Tot Min	1	Fem	8	7	0	1	0	0	0	0
30000770	\$27.00	Total	1	Mal	1	1	0	0	0	0	0	0
Home Security Specialist, Sr	6	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000308	\$25.22	Total	1	Mal	0	0	0	0	0	0	0	0
Crime Prevention Rep	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000303	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Police Identification	3	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000050	\$25.13	Total	8	Mal	5	4	0	1	0	0	0	0
Evidence Control Specialist	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000309	\$26.42	Total	1	Mal	0	0	0	0	0	0	0	0
Crime Prevention Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000433	\$26.40	Total	7	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	7	7	0	0	0	0	0	0
30000051	\$28.71	Total	2	Mal	1	1	0	0	0	0	0	0
Evidence Control Specialist, Lead	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	0	1	0	0	0

Workforce Analysis

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PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	3	2	0	0	0	0	0	1
30000566	\$26.88	Total	1	Mal	0	0	0	0	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000450	\$28.42	Total	4	Mal	0	0	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	4	4	0	0	0	0	0	0
30000462	\$29.44	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist, Assistant	1	Tot Min	1	Fem	1	0	0	0	1	0	0	0
30000304	\$31.92	Total	16	Mal	4	2	1	1	0	0	0	0
Police Identification Technician	3	Tot Min	3	Fem	12	11	0	0	0	1	0	0
30000297	\$34.26	Total	677	Mal	573	486	22	39	21	3	1	1
Police Officer	4	Tot Min	101	Fem	104	90	4	4	5	0	0	1
30000436	\$32.68	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000518	\$35.06	Total	1	Mal	1	1	0	0	0	0	0	0
Video Production Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000492	\$33.69	Total	1	Mal	1	0	0	1	0	0	0	0
Community Outreach & Informtn	2	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000463	\$32.26	Total	1	Mal	1	1	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000837	\$35.06	Total	2	Mal	2	2	0	0	0	0	0	0
Police Evidence Control Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000305	\$34.83	Total	3	Mal	2	1	0	1	0	0	0	0
Police Identification Technician,	3	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000306	\$34.83	Total	2	Mal	2	2	0	0	0	0	0	0
Police Photographic Reproduction	8	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000779	\$35.36	Total	3	Mal	1	1	0	0	0	0	0	0
Police Records Supervisor	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000437	\$35.67	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000771	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
Alarm Program Coord	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000775	\$36.52	Total	6	Mal	6	6	0	0	0	0	0	0
Police Internal Affairs Investigator	5	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000531	\$33.78	Total	3	Mal	1	1	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	1	1	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000451	\$32.92	Total	4	Mal	1	1	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000777	\$34.96	Total	6	Mal	3	3	0	0	0	0	0	0
Crime Analyst	2	Tot Min	0	Fem	3	3	0	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	1	1	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000478	\$37.98	Total	1	Mal	1	1	0	0	0	0	0	0
Claims Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000774	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Police Program Specialist, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000495	\$33.19	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000778	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Police Data Research Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000772	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Police ID Technologies Coordinator	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000465	\$39.74	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000494	\$40.57	Total	1	Mal	0	0	0	0	0	0	0	0
Community Outreach & Invlvmt	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1150

PPB-Portland Police Bureau

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000833	\$37.43	Total	1	Mal	1	1	0	0	0	0	0	0
Police Evidence & Property Mgr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000298	\$40.16	Total	118	Mal	105	92	6	6	1	0	0	0
Police Sergeant	4	Tot Min	15	Fem	13	11	0	0	2	0	0	0
30000307	\$40.44	Total	16	Mal	12	10	0	2	0	0	0	0
Police Criminalist	4	Tot Min	2	Fem	4	4	0	0	0	0	0	0
30000302	\$40.47	Total	86	Mal	63	55	1	4	2	1	0	0
Police Detective	4	Tot Min	9	Fem	23	22	1	0	0	0	0	0
30000310	\$41.01	Total	1	Mal	1	1	0	0	0	0	0	0
Police Investigative Accountant	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000441	\$47.19	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000299	\$50.79	Total	26	Mal	23	17	1	1	3	1	0	0
Police Lieutenant	4	Tot Min	6	Fem	3	3	0	0	0	0	0	0
30000442	\$56.37	Total	1	Mal	0	0	0	0	0	0	0	0
Business Operations Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001483	\$70.65	Total	1	Mal	1	1	0	0	0	0	0	0
Police Services, Director of	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000300	\$58.01	Total	13	Mal	11	9	0	1	0	0	0	1
Police Captain	4	Tot Min	2	Fem	2	2	0	0	0	0	0	0
30000784	\$69.51	Total	2	Mal	2	2	0	0	0	0	0	0
Police Chief, Assistant	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000301	\$63.00	Total	4	Mal	4	4	0	0	0	0	0	0
Police Commander	4	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000431	\$86.11	Total	1	Mal	1	1	0	0	0	0	0	0
Police Chief	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1150		Total	1,174	Mal	865	740	31	57	27	6	1	3
		Tot Min	162	Fem	309	272	8	13	12	1	0	3

Workforce Analysis

1190

PBEM-Portland Bureau of Emergency Management

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000463	\$32.26	Total	4	Mal	3	3	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	1	1	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000495	\$33.19	Total	1	Mal	1	1	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000465	\$39.74	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	0	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000790	\$45.28	Total	1	Mal	1	1	0	0	0	0	0	0
Emergency Management Operations 1	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000430	\$62.64	Total	1	Mal	0	0	0	0	0	0	0	0
Emergency Management Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1190		Total	13	Mal	6	6	0	0	0	0	0	0
		Tot Min	2	Fem	7	5	0	1	0	0	0	1

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000011	\$17.43	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000012	\$20.20	Total	3	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	2	Fem	3	1	2	0	0	0	0	0

Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000433	\$26.40	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000063	\$28.17	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant II	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000520	\$28.70	Total	4	Mal	1	0	0	1	0	0	0	0
Human Resources Technician	6	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30001858	\$29.07	Total	5	Mal	2	2	0	0	0	0	0	0
Human Resources System	6	Tot Min	1	Fem	3	2	0	1	0	0	0	0
30000436	\$32.68	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000538	\$31.12	Total	2	Mal	0	0	0	0	0	0	0	0
Benefits Specialist	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30001834	\$35.06	Total	1	Mal	0	0	0	0	0	0	0	0
Labor Relations Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001833	\$28.85	Total	1	Mal	0	0	0	0	0	0	0	0
Labor Relations Analyst, Sr	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30001586	\$29.78	Total	1	Mal	0	0	0	0	0	0	0	0
Affirmative Action/Diversity Analyst,	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000533	\$33.69	Total	2	Mal	1	1	0	0	0	0	0	0
Classification/Compensation	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000522	\$35.71	Total	6	Mal	3	1	1	1	0	0	0	0
Human Resources Analyst, Sr	2	Tot Min	4	Fem	3	1	1	1	0	0	0	0

Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000539	\$36.82	Total	2	Mal	0	0	0	0	0	0	0	0
Benefits Analyst	2	Tot Min	1	Fem	2	1	0	1	0	0	0	0
30000451	\$32.92	Total	1	Mal	1	1	0	0	0	0	0	0
Management Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001535	\$40.02	Total	1	Mal	0	0	0	0	0	0	0	0
Benefits Coordinator	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000523	\$40.48	Total	12	Mal	6	0	3	0	1	0	0	2
Human Resources Coordinator	2	Tot Min	10	Fem	6	2	2	0	1	1	0	0
30000534	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Classification/Compensation	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000527	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Employment & Development	2	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000536	\$42.77	Total	3	Mal	2	1	0	1	0	0	0	0
Labor Relations Coordinator	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	0	1	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30001708	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000535	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
Classification/Compensation	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000530	\$40.69	Total	1	Mal	0	0	0	0	0	0	0	0
Affirmative Action/Diversity Manager	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000541	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Benefits Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000525	\$51.71	Total	1	Mal	1	0	1	0	0	0	0	0
Human Resources Manager, Police	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000524	\$51.71	Total	3	Mal	1	0	1	0	0	0	0	0
Human Resources Site Team	1	Tot Min	2	Fem	2	1	1	0	0	0	0	0

Workforce Analysis

1240

OMF-Bureau of Human Resources

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000537	\$52.89	Total	1	Mal	1	0	1	0	0	0	0
Labor/Employee Relations Manager	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30001633	\$52.91	Total	1	Mal	1	1	0	0	0	0	0
Human Resources System Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000526	\$51.71	Total	1	Mal	1	0	0	0	0	0	1
Human Resources Director,	1	Tot Min	1	Fem	0	0	0	0	0	0	0
30000409	\$70.65	Total	1	Mal	0	0	0	0	0	0	0
Human Resources Director	1	Tot Min	0	Fem	1	1	0	0	0	0	0
Total for 1240		Total	70	Mal	22	7	8	3	1	0	1
		Tot Min	32	Fem	48	31	10	5	1	1	0

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000341	\$24.37	Total	1	Mal	0	0	0	0	0	0	0
GIS Technician I	3	Tot Min	1	Fem	1	0	0	1	0	0	0
30000053	\$23.59	Total	2	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist I	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000013	\$24.45	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000054	\$25.20	Total	1	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist II	1	Tot Min	0	Fem	0	0	0	0	0	0	0
30000234	\$27.91	Total	5	Mal	5	4	1	0	0	0	0
Electronics Technician I:	3	Tot Min	1	Fem	0	0	0	0	0	0	0
30000198	\$0.00	Total	2	Mal	2	1	0	0	1	0	0
Inf Syst Technical Analyst I	2	Tot Min	1	Fem	0	0	0	0	0	0	0
30000433	\$26.40	Total	1	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000056	\$28.98	Total	1	Mal	1	1	0	0	0	0	0
Storekeeper/Acquisition Specialist III	1	Tot Min	0	Fem	0	0	0	0	0	0	0

Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000199	\$28.94	Total	5	Mal	3	2	0	1	0	0	0	0
Inf Syst Technical Analyst II	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000238	\$32.64	Total	2	Mal	2	2	0	0	0	0	0	0
Communications Switch Technician	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000236	\$32.64	Total	8	Mal	7	7	0	0	0	0	0	0
Electronics Technician II: Commun	3	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000209	\$29.69	Total	1	Mal	0	0	0	0	0	0	0	0
ISTA III-Telecommunications	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000201	\$32.22	Total	1	Mal	0	0	0	0	0	0	0	0
Applications Analyst I-Generalist	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000200	\$35.06	Total	3	Mal	1	0	0	1	0	0	0	0
Inf Syst Technical Analyst III	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000210	\$33.83	Total	24	Mal	17	12	2	3	0	0	0	0
Inf Syst Technical Analyst IV	2	Tot Min	10	Fem	7	2	2	1	1	1	0	0
30000211	\$36.82	Total	4	Mal	2	1	0	0	1	0	0	0
ISTA IV-Telecommunications	2	Tot Min	2	Fem	2	1	1	0	0	0	0	0
30000203	\$36.82	Total	2	Mal	1	0	0	0	1	0	0	0
Applications Analyst II-Generalist	2	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000213	\$38.17	Total	16	Mal	12	5	1	1	3	0	1	1
Inf Syst Technical Analyst V	2	Tot Min	8	Fem	4	3	1	0	0	0	0	0
30000204	\$40.65	Total	16	Mal	10	7	0	3	0	0	0	0
Applications Analyst III-Generalist	2	Tot Min	6	Fem	6	3	0	3	0	0	0	0
30000624	\$40.25	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Systems Rep	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000625	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Technical Operations Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001003	\$0.00	Total	1	Mal	0	0	0	0	0	0	0	0
ISTA VI-Security Specialty	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001234	\$36.08	Total	2	Mal	2	2	0	0	0	0	0	0
Applications Analyst IV-Web	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000215	\$39.21	Total	16	Mal	15	12	0	3	0	0	0	0
Inf Syst Technical Analyst VI	2	Tot Min	4	Fem	1	0	0	1	0	0	0	0
30000207	\$42.07	Total	8	Mal	7	6	0	1	0	0	0	0
Applications Analyst IV-Generalist	2	Tot Min	2	Fem	1	0	0	1	0	0	0	0
30000700	\$41.55	Total	2	Mal	2	2	0	0	0	0	0	0
Communications Engineer	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000220	\$40.44	Total	2	Mal	2	2	0	0	0	0	0	0
Inf Syst Analyst, Principal-Security	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000219	\$47.79	Total	6	Mal	4	3	0	1	0	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	1	Fem	2	2	0	0	0	0	0	0
30000218	\$47.90	Total	20	Mal	16	10	1	4	1	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	6	Fem	4	4	0	0	0	0	0	0
30000217	\$48.10	Total	4	Mal	4	2	0	2	0	0	0	0
Inf Syst Analyst, Principal-GIS	2	Tot Min	2	Fem	0	0	0	0	0	0	0	0
30000627	\$46.82	Total	1	Mal	1	1	0	0	0	0	0	0
Communications Systems	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000605	\$47.25	Total	7	Mal	4	3	0	0	1	0	0	0
Inf Syst Supvr-Generalist	1	Tot Min	2	Fem	3	2	1	0	0	0	0	0
30000604	\$47.51	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Supvr-Bureau IS & GIS	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000620	\$48.66	Total	3	Mal	2	2	0	0	0	0	0	0
Technology Services Bureau	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000607	\$50.81	Total	4	Mal	2	2	0	0	0	0	0	0
Inf Syst Mgr-Generalist	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0

Workforce Analysis

1250

OMF-Bureau of Technology Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30001004	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Proj Mgmt	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000609	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Wide Area Network	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000608	\$51.71	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr-Network Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000614	\$51.18	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Mgr, Sr-Production	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000613	\$56.14	Total	4	Mal	3	3	0	0	0	0	0	0
Inf Syst Mgr, Sr-General	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000615	\$56.58	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Mgr, Sr-Security	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000610	\$56.58	Total	1	Mal	1	0	0	1	0	0	0	0
Inf Syst Mgr, Sr-Applications	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000628	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
ComNet Operations Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000618	\$62.64	Total	1	Mal	1	0	0	1	0	0	0	0
IT Strategic Technology Planning	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000622	\$70.65	Total	1	Mal	1	1	0	0	0	0	0	0
SAP Architect- XI/PI	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000832	\$70.65	Total	1	Mal	0	0	0	0	0	0	0	0
Chief Technology Officer, Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000411	\$79.51	Total	1	Mal	1	1	0	0	0	0	0	0
Chief Technology Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
Total for 1250		Total	194	Mal	140	103	5	22	8	0	1	1
		Tot Min	53	Fem	54	38	5	9	1	1	0	0

Workforce Analysis

1260

OMF-Bureau of Purchases

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000058	\$21.21	Total	3	Mal	0	0	0	0	0	0	0	0
Procurement Specialist, Assistant	6	Tot Min	2	Fem	3	1	1	1	0	0	0	0
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000059	\$25.34	Total	3	Mal	0	0	0	0	0	0	0	0
Procurement Specialist	1	Tot Min	3	Fem	3	0	3	0	0	0	0	0
30000433	\$26.40	Total	1	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000434	\$29.26	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000450	\$28.42	Total	2	Mal	1	1	0	0	0	0	0	0
Management Assistant	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000060	\$29.91	Total	4	Mal	2	2	0	0	0	0	0	0
Procurement Specialist, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000463	\$32.26	Total	1	Mal	0	0	0	0	0	0	0	0
Program Specialist	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000469	\$35.27	Total	4	Mal	0	0	0	0	0	0	0	0
Contracts Compliance Specialist	1	Tot Min	2	Fem	4	2	2	0	0	0	0	0
30000464	\$35.08	Total	4	Mal	2	2	0	0	0	0	0	0
Program Coordinator	1	Tot Min	1	Fem	2	1	1	0	0	0	0	0
30000457	\$38.69	Total	1	Mal	0	0	0	0	0	0	0	0
Technology Svcs Contracts	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000471	\$36.62	Total	4	Mal	2	2	0	0	0	0	0	0
Procurement Supervisor	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000470	\$39.35	Total	4	Mal	3	1	1	0	0	0	0	1
Contractor Dev Program Coordinator	1	Tot Min	2	Fem	1	1	0	0	0	0	0	0
30000452	\$39.50	Total	1	Mal	1	0	0	0	0	0	0	1
Management Analyst, Sr	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000472	\$42.84	Total	1	Mal	0	0	0	0	0	0	0	0
Contractor Development Supervisor	1	Tot Min	1	Fem	1	0	1	0	0	0	0	0

Workforce Analysis

1260

OMF-Bureau of Purchases

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000473	\$47.11	Total	1	Mal	0	0	0	0	0	0	0	0
Purchasing Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001208	\$60.64	Total	1	Mal	0	0	0	0	0	0	0	0
Chief Procurement Officer	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
Total for 1260		Total	38	Mal	11	8	1	0	0	0	0	2
		Tot Min	14	Fem	27	16	8	2	1	0	0	0

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000061	\$21.13	Total	2	Mal	1	1	0	0	0	0	0	0
Accounting Technician	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000013	\$24.45	Total	1	Mal	0	0	0	0	0	0	0	0
Office Support Specialist III	6	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000433	\$26.40	Total	3	Mal	0	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	2	Fem	3	1	0	1	1	0	0	0
30000063	\$28.17	Total	2	Mal	1	1	0	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000559	\$24.04	Total	1	Mal	0	0	0	0	0	0	0	0
Accountant, Assistant Systems	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000064	\$29.42	Total	11	Mal	8	5	0	2	0	0	0	1
Accountant III	2	Tot Min	5	Fem	3	1	1	1	0	0	0	0
30000560	\$35.15	Total	1	Mal	1	1	0	0	0	0	0	0
Accountant, Systems	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000567	\$31.39	Total	4	Mal	1	0	0	1	0	0	0	0
Financial Analyst	1	Tot Min	1	Fem	3	3	0	0	0	0	0	0
30000562	\$36.34	Total	2	Mal	1	1	0	0	0	0	0	0
Accounting Supervisor, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000568	\$39.46	Total	5	Mal	1	0	0	1	0	0	0	0
Financial Analyst, Sr	1	Tot Min	2	Fem	4	3	0	0	0	0	0	1
30001083	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Treasury Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000572	\$40.69	Total	1	Mal	1	1	0	0	0	0	0	0
Debt Analyst, Sr	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000576	\$42.01	Total	1	Mal	1	1	0	0	0	0	0	0
Economist, Sr	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000565	\$40.25	Total	1	Mal	1	1	0	0	0	0	0	0
Accounting Policy Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000564	\$44.35	Total	1	Mal	0	0	0	0	0	0	0	0
Accounting Compliance Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001358	\$45.11	Total	1	Mal	1	0	0	1	0	0	0	0
Treasury Analyst, Principal	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000569	\$47.31	Total	3	Mal	2	2	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000573	\$48.10	Total	1	Mal	0	0	0	0	0	0	0	0
Debt Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000460	\$44.05	Total	1	Mal	0	0	0	0	0	0	0	0
Policy Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000578	\$46.11	Total	1	Mal	1	1	0	0	0	0	0	0
Economist, City	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000856	\$46.00	Total	1	Mal	1	1	0	0	0	0	0	0
Investment Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000574	\$58.24	Total	1	Mal	1	1	0	0	0	0	0	0
Debt Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000563	\$58.24	Total	1	Mal	0	0	0	0	0	0	0	0
Controller	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000570	\$62.64	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Planning Division Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1270

OMF-Bureau of Financial Services

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000580	\$54.81	Total	1	Mal	0	0	0	0	0	0	0
Treasurer, City	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000410	\$74.96	Total	1	Mal	1	1	0	0	0	0	0
Chief Financial Officer	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1270		Total	52	Mal	26	20	0	5	0	0	1
		Tot Min	13	Fem	26	19	1	3	2	0	1

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000191	\$20.15	Total	3	Mal	0	0	0	0	0	0	0
Revenue & Taxation Specialist I	6	Tot Min	0	Fem	3	3	0	0	0	0	0
30000017	\$22.75	Total	2	Mal	0	0	0	0	0	0	0
Customer Accounts Specialist I	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000192	\$21.11	Total	6	Mal	0	0	0	0	0	0	0
Revenue & Taxation Specialist II	6	Tot Min	2	Fem	6	4	0	1	1	0	0
30000193	\$24.53	Total	6	Mal	1	1	0	0	0	0	0
Revenue & Taxation Specialist III	6	Tot Min	2	Fem	5	3	1	0	1	0	0
30000189	\$24.80	Total	3	Mal	1	1	0	0	0	0	0
Regulatory Program Specialist	1	Tot Min	1	Fem	2	1	0	1	0	0	0
30000194	\$27.71	Total	9	Mal	2	2	0	0	0	0	0
Revenue & Taxation Specialist IV	1	Tot Min	2	Fem	7	5	0	2	0	0	0
30000063	\$28.17	Total	1	Mal	1	1	0	0	0	0	0
Accountant II	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30000196	\$29.98	Total	3	Mal	2	1	0	0	0	0	1
Revenue & Taxation Specialist V	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000434	\$29.26	Total	1	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	1	Fem	1	0	0	1	0	0	0
30000447	\$27.93	Total	2	Mal	0	0	0	0	0	0	0
Business Systems Analyst, Assistant 2		Tot Min	0	Fem	2	2	0	0	0	0	0

Workforce Analysis

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000064	\$29.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant III	2	Tot Min	1	Fem	1	0	0	0	1	0	0
30000190	\$35.12	Total	3	Mal	1	1	0	0	0	0	0
Regulatory Program Administrator	1	Tot Min	0	Fem	2	2	0	0	0	0	0
30000404	\$31.39	Total	3	Mal	2	2	0	0	0	0	0
Revenue Auditor	2	Tot Min	1	Fem	1	0	1	0	0	0	0
30000437	\$35.67	Total	1	Mal	0	0	0	0	0	0	0
Administrative Supervisor II	6	Tot Min	0	Fem	1	1	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000448	\$35.38	Total	5	Mal	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	0	Fem	5	5	0	0	0	0	0
30000464	\$35.08	Total	2	Mal	1	1	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000405	\$40.69	Total	3	Mal	1	1	0	0	0	0	0
Revenue Auditor, Sr	2	Tot Min	1	Fem	2	1	0	1	0	0	0
30000587	\$40.69	Total	1	Mal	1	1	0	0	0	0	0
Tax Supervisor	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000449	\$39.69	Total	2	Mal	1	1	0	0	0	0	0
Business Systems Analyst, Sr	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000568	\$39.46	Total	1	Mal	0	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000586	\$42.84	Total	1	Mal	1	1	0	0	0	0	0
Revenue Audit Supervisor	2	Tot Min	0	Fem	0	0	0	0	0	0	0
30001033	\$45.64	Total	1	Mal	0	0	0	0	0	0	0
Regulatory Division Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000466	\$46.40	Total	1	Mal	0	0	0	0	0	0	0
Program Manager, Sr	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000443	\$50.66	Total	1	Mal	0	0	0	0	0	0	0
Revenue Bureau Operations	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1280

OMF-Revenue Bureau

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000588	\$51.71	Total	1	Mal	0	0	0	0	0	0	0
License & Tax Division Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0
30000413	\$62.46	Total	1	Mal	1	1	0	0	0	0	0
Revenue Bureau Director	1	Tot Min	0	Fem	0	0	0	0	0	0	0
Total for 1280		Total	65	Mal	16	15	0	0	0	0	1
		Tot Min	12	Fem	49	38	2	6	2	1	0

1290

OMF-CAO

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000011	\$17.43	Total	1	Mal	0	0	0	0	0	0	0
Office Support Specialist I	6	Tot Min	1	Fem	1	0	0	1	0	0	0
30000012	\$20.20	Total	2	Mal	0	0	0	0	0	0	0
Office Support Specialist II	6	Tot Min	1	Fem	2	1	0	0	1	0	0
30000047	\$20.93	Total	5	Mal	5	4	0	0	1	0	0
Reprographic Operator I	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000041	\$22.65	Total	3	Mal	3	2	0	0	0	1	0
Distribution Technician	8	Tot Min	1	Fem	0	0	0	0	0	0	0
30000042	\$23.78	Total	1	Mal	0	0	0	0	0	0	0
Distribution Technician, Lead	7	Tot Min	0	Fem	1	1	0	0	0	0	0
30000062	\$25.42	Total	1	Mal	0	0	0	0	0	0	0
Accountant I	2	Tot Min	0	Fem	1	1	0	0	0	0	0
30000048	\$24.72	Total	3	Mal	1	1	0	0	0	0	0
Reprographic Operator II	8	Tot Min	1	Fem	2	1	0	0	0	1	0
30000043	\$24.13	Total	3	Mal	1	1	0	0	0	0	0
Printing & Distrib Customer Svc Rep	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000066	\$25.70	Total	2	Mal	0	0	0	0	0	0	0
Claims Technician	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000055	\$25.35	Total	4	Mal	3	3	0	0	0	0	0
Storekeepr/Acquisition II:Auto Part	1	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO			Total	W	B	A	H	I	P	2
30000044	\$28.48	Total	1	Mal	1	1	0	0	0	0	0
Printing & Distrib Custmr Svc Rep,	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000049	\$28.48	Total	2	Mal	2	2	0	0	0	0	0
Reprographic Operator III	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000711	\$24.31	Total	2	Mal	2	2	0	0	0	0	0
Facilities Maint Dispatch/Scheduler	6	Tot Min	0	Fem	0	0	0	0	0	0	0
30000433	\$26.40	Total	2	Mal	0	0	0	0	0	0	0
Administrative Specialist, Sr	6	Tot Min	0	Fem	2	2	0	0	0	0	0
30000123	\$26.87	Total	2	Mal	2	2	0	0	0	0	0
Welder	8	Tot Min	0	Fem	0	0	0	0	0	0	0
30000131	\$26.90	Total	44	Mal	44	31	2	7	2	1	1
Vehicle & Equipment Mechanic	7	Tot Min	13	Fem	0	0	0	0	0	0	0
30000129	\$27.15	Total	1	Mal	1	1	0	0	0	0	0
Motorcycle Mechanic	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000125	\$27.15	Total	3	Mal	3	2	0	1	0	0	0
Auto Body Restorer	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000071	\$29.18	Total	12	Mal	10	8	1	1	0	0	0
Facilities Maintenance Technician	7	Tot Min	3	Fem	2	1	0	0	1	0	0
30000063	\$28.17	Total	3	Mal	1	0	0	1	0	0	0
Accountant II	2	Tot Min	2	Fem	2	1	0	1	0	0	0
30000132	\$28.49	Total	2	Mal	2	1	0	0	1	0	0
Vehicle & Equipment Mechanic,	7	Tot Min	1	Fem	0	0	0	0	0	0	0
30000434	\$29.26	Total	3	Mal	0	0	0	0	0	0	0
Administrative Assistant	6	Tot Min	2	Fem	3	1	2	0	0	0	0
30000566	\$26.88	Total	2	Mal	1	0	1	0	0	0	0
Financial Analyst, Assistant	1	Tot Min	1	Fem	1	1	0	0	0	0	0
30000072	\$30.51	Total	2	Mal	2	2	0	0	0	0	0
Facilities Maintenance Technician,	7	Tot Min	0	Fem	0	0	0	0	0	0	0
30000712	\$30.58	Total	1	Mal	0	0	0	0	0	0	0
Facilities Services Specialist	7	Tot Min	0	Fem	1	1	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30000713	\$34.84	Total	1	Mal	1	0	1	0	0	0	0	0
Facilities Maintenance Supervisor	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000436	\$32.68	Total	2	Mal	0	0	0	0	0	0	0	0
Administrative Supervisor I	6	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000435	\$33.33	Total	1	Mal	0	0	0	0	0	0	0	0
Executive Assistant, Director's	6	Tot Min	1	Fem	1	0	1	0	0	0	0	0
30000481	\$31.38	Total	1	Mal	1	1	0	0	0	0	0	0
Risk Specialist	3	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000477	\$30.91	Total	1	Mal	0	0	0	0	0	0	0	0
Claims Analyst	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000479	\$31.21	Total	1	Mal	0	0	0	0	0	0	0	0
Workers Compensation/Disability	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000467	\$33.50	Total	1	Mal	1	1	0	0	0	0	0	0
Stores System Supervisor I	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000717	\$33.70	Total	3	Mal	3	2	0	1	0	0	0	0
Facilities Construction Project Spec	1	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000707	\$34.12	Total	4	Mal	4	3	0	0	0	1	0	0
Vehicle Maintenance Supervisor I	7	Tot Min	1	Fem	0	0	0	0	0	0	0	0
30000531	\$33.78	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000448	\$35.38	Total	1	Mal	0	0	0	0	0	0	0	0
Business Systems Analyst	2	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000567	\$31.39	Total	3	Mal	1	0	0	0	0	0	0	1
Financial Analyst	1	Tot Min	2	Fem	2	1	0	0	0	0	0	1
30000451	\$32.92	Total	4	Mal	3	2	0	0	0	0	0	1
Management Analyst	1	Tot Min	1	Fem	1	1	0	0	0	0	0	0
30000721	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Mail/Micrographics Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000706	\$36.82	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Acquisition Analyst	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000456	\$36.82	Total	1	Mal	0	0	0	0	0	0	0	0
Facilities Contracts Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000482	\$35.77	Total	2	Mal	0	0	0	0	0	0	0	0
Risk Specialist, Sr	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000464	\$35.08	Total	1	Mal	0	0	0	0	0	0	0	0
Program Coordinator	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000480	\$35.63	Total	2	Mal	0	0	0	0	0	0	0	0
Workers Comp/Disability Analyst, Sr	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000478	\$37.98	Total	3	Mal	2	2	0	0	0	0	0	0
Claims Analyst, Sr	1	Tot Min	1	Fem	1	0	0	1	0	0	0	0
30000722	\$38.69	Total	1	Mal	1	1	0	0	0	0	0	0
Print Shop Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000708	\$39.51	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Maintenance Supervisor II	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000495	\$33.19	Total	1	Mal	0	0	0	0	0	0	0	0
Public Information Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000532	\$36.16	Total	1	Mal	0	0	0	0	0	0	0	0
Training & Development Officer	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30001360	\$31.72	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Services Administration	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000698	\$38.90	Total	3	Mal	1	1	0	0	0	0	0	0
Property Acquisition & Services	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000568	\$39.46	Total	4	Mal	2	2	0	0	0	0	0	0
Financial Analyst, Sr	1	Tot Min	1	Fem	2	1	0	0	1	0	0	0
30000718	\$40.14	Total	4	Mal	2	2	0	0	0	0	0	0
Facilities Construction Project	1	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30001684	\$35.38	Total	13	Mal	4	4	0	0	0	0	0	0
SAP Business Systems Analyst, Sr	2	Tot Min	2	Fem	9	7	0	1	0	0	0	1
30000475	\$36.12	Total	1	Mal	0	0	0	0	0	0	0	0
Occupational Health Program	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title	Average Salary & EEO				Total	W	B	A	H	I	P	2
30000440	\$41.56	Total	1	Mal	1	1	0	0	0	0	0	0
Business Operations Supervisor	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000709	\$45.11	Total	1	Mal	1	1	0	0	0	0	0	0
Vehicle Maintenance Superintendent	7	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000483	\$44.09	Total	3	Mal	1	1	0	0	0	0	0	0
Risk Supervisor	3	Tot Min	0	Fem	2	2	0	0	0	0	0	0
30000219	\$47.79	Total	1	Mal	0	0	0	0	0	0	0	0
Inf Syst Analyst, Principal-Proj Mgmt	2	Tot Min	1	Fem	1	0	0	0	0	0	0	1
30000218	\$47.90	Total	1	Mal	1	1	0	0	0	0	0	0
Inf Syst Analyst, Principal-Gen	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30001433	\$46.39	Total	1	Mal	0	0	0	0	0	0	0	0
SAP Business Systems Analyst,	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000453	\$46.35	Total	1	Mal	0	0	0	0	0	0	0	0
Management Analyst, Principal	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000441	\$47.19	Total	2	Mal	1	1	0	0	0	0	0	0
Business Operations Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000569	\$47.31	Total	1	Mal	1	1	0	0	0	0	0	0
Financial Analyst, Principal	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000723	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Printing & Distribution Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000719	\$48.10	Total	1	Mal	1	1	0	0	0	0	0	0
Facilities Construction Proj	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000368	\$45.79	Total	1	Mal	1	1	0	0	0	0	0	0
Engineer-Mechanical	2	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000460	\$44.05	Total	1	Mal	0	0	0	0	0	0	0	0
Policy Analyst	2	Tot Min	0	Fem	1	1	0	0	0	0	0	0
30000716	\$39.42	Total	1	Mal	1	1	0	0	0	0	0	0
Spectator Facilities Manager	1	Tot Min	0	Fem	0	0	0	0	0	0	0	0
30000484	\$51.71	Total	1	Mal	0	0	0	0	0	0	0	0
Risk Manager	1	Tot Min	0	Fem	1	1	0	0	0	0	0	0

Workforce Analysis

1290

OMF-CAO

Job Code & Title		Average Salary & EEO			Total	W	B	A	H	I	P	2
30001031		\$55.60	Total	3	Mal	3	3	0	0	0	0	0
Technology Capital Project Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000715		\$55.92	Total	1	Mal	1	1	0	0	0	0	0
Facilities Services Division Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000710		\$56.58	Total	1	Mal	1	1	0	0	0	0	0
Vehicle Services Manager	1		Tot Min	0	Fem	0	0	0	0	0	0	0
30000461		\$56.49	Total	1	Mal	0	0	0	0	0	0	0
Policy Analyst, Sr	2		Tot Min	0	Fem	1	1	0	0	0	0	0
30000442		\$56.37	Total	1	Mal	0	0	0	0	0	0	0
Business Operations Manager, Sr	1		Tot Min	0	Fem	1	1	0	0	0	0	0
30001233		\$62.64	Total	1	Mal	1	0	0	0	0	1	0
SAP Support Manager	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30001108		\$70.65	Total	1	Mal	1	0	1	0	0	0	0
Internal Business Services Director	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30001032		\$70.65	Total	1	Mal	1	0	1	0	0	0	0
Technology Capital Project Manager	1		Tot Min	1	Fem	0	0	0	0	0	0	0
30000406		\$89.45	Total	1	Mal	1	0	1	0	0	0	0
Chief Administrative Officer	1		Tot Min	1	Fem	0	0	0	0	0	0	0
Total for 1290			Total	201	Mal	133	103	8	11	4	3	2
			Tot Min	45	Fem	68	53	3	5	3	1	3

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Job Group Analysis

In accordance with 41 C.F.R. 60-2.12

As the second diagnostic component of our AAP we have conducted a job group analysis. The job group analysis is the first step in comparing the representation of minorities and women in the workforce covered by this AAP with the estimate of the available qualified minorities and women who could be employed by City of Portland in positions covered by this AAP.

In designing our job groups we considered the following elements:

- Similarity of duties and responsibilities;
- Similarity of compensation, and
- Similarity of opportunities for advancement including training, transfers, promotions, mobility and other career enhancements.

Although not a determinative factor in designing job groups, we also attempted to create job groups that are large enough to conduct appropriate analysis.

The following charts identify the job groups created for this AAP, the job titles that comprise each job group, and the percentage of minority incumbents and the percentage of female incumbents in each job group.

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Job Group Analysis

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Job Group Analysis Summary by EEO Code

EEO Code & Description		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1 - Officials & Administrators	#	160	407	47	49	31	9	3	21		
893 Employees	%	17.92	45.58	5.26	5.49	3.47	1.01	0.34	2.35		
2 - Professionals	#	176	372	92	34	22	9	2	17		
820 Employees	%	21.46	45.37	11.22	4.15	2.68	1.10	0.24	2.07		
3 - Technicians	#	45	94	18	10	4	3	3	7		
305 Employees	%	14.75	30.82	5.90	3.28	1.31	0.98	0.98	2.30		
4 - Protective Service Workers-Sworn	#	259	195	95	63	67	29	2	3		
1606 Employees	%	16.13	12.14	5.92	3.92	4.17	1.81	0.12	0.19		
5 - Protective Service Workers-Non-Sworn	#	22	93	1	8	7	2	0	4		
182 Employees	%	12.09	51.10	0.55	4.40	3.85	1.10	0.00	2.20		
6 - Administrative Support	#	99	413	32	36	14	6	1	10		
538 Employees	%	18.40	76.77	5.95	6.69	2.60	1.12	0.19	1.86		
7 - Skilled Workers	#	77	33	25	17	15	12	2	6		
430 Employees	%	17.91	7.67	5.81	3.95	3.49	2.79	0.47	1.40		
8 - Service	#	104	122	16	50	18	16	0	4		
609 Employees	%	17.08	20.03	2.63	8.21	2.96	2.63	0.00	0.66		
5383 Employees	#	942	1729	326	267	178	86	13	72		
Totals	%	17.50	32.12	6.06	4.96	3.31	1.60	0.24	1.34		

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

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Job Group Analysis

1AC

Officials/Admin - Accounting

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000563 - Controller	#	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		
30000564 - Accounting Compliance 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		
30000565 - Accounting Policy Manager	#	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		
3 Employees	Totals	#	0	2	0	0	0	0	0		
		%	0.00	66.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1AM

Officials/Admin - Auto Maintenance

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000710 - Vehicle Services Manager	#	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		
30001360 - Vehicle Services Administration Supvr	#	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		
30000706 - Vehicle Acquisition Analyst	#	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		
3 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		

Job Group Analysis

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000736 - Inspection Manager	#	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		
30000730 - Plan Review Supervisor	#	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		
30000836 - Development Supervisor II	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000232 - Plans Examiner, Sr	#	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		
30000165 - Plumbing Inspector, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000169 - Electrical Inspector, Sr	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000174 - Building Inspector, Sr	#	2	1	0	1	1	0	0	0		
10 Employees	%	20.00	10.00	0.00	10.00	10.00	0.00	0.00	0.00		
30000732 - Development Supervisor I	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000170 - Combination Inspector	#	1	2	0	0	1	0	0	0		
15 Employees	%	6.67	13.33	0.00	0.00	6.67	0.00	0.00	0.00		
30000231 - Plans Examiner, Commercial	#	1	2	1	0	0	0	0	0		
10 Employees	%	10.00	20.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000164 - Plumbing Inspector	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000168 - Electrical Inspector	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000179 - Site Development Inspector 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		
30000173 - Building Inspector 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		
30000172 - Housing Inspector, Sr	#	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		
30000197 - Sidewalk Inspector	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BI

Officials/Admin - Building Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000171 - Housing Inspector	#	3	0	0	2	1	0	0	0		
5 Employees	%	60.00	0.00	0.00	40.00	20.00	0.00	0.00	0.00		
76 Employees	#	10	12	1	5	4	0	0	0		
	%	13.16	15.79	1.32	6.58	5.26	0.00	0.00	0.00		

Job Group Analysis

1BO

Officials/Admin - Botanic

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000250 - Tree Inspector	#	0	0	0	0	0	0	0	0		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1BT

Officials/Admin - Building Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000715 - Facilities Services Division Manager	#	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		
30000719 - Facilities Construction Proj Mgr,Supvsg	#	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		
30000720 - Facilities Construction Proj Spec,Supvsg	#	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		
30000718 - Facilities Construction Project Manager	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000717 - Facilities Construction Project Spec	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		
10 Employees	Totals	#	1	3	1	0	0	0	0		
		%	10.00	30.00	10.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1CI

Officials/Admin - Code Inspections

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000737 - Noise Control 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		
30000190 - Regulatory Program Administrator	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000196 - Revenue & Taxation Specialist V	#	1	1	0	0	0	0	0	1		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33		
30000194 - Revenue & Taxation Specialist IV	#	2	7	2	0	0	0	0	0		
9 Employees	%	22.22	77.78	22.22	0.00	0.00	0.00	0.00	0.00		
30000186 - Code 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		
30000184 - Code Specialist II	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000189 - Regulatory Program Specialist	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
26 Employees	Totals #	5	14	4	0	0	0	0	1		
	%	19.23	53.85	15.38	0.00	0.00	0.00	0.00	3.85		

Job Group Analysis

1CR

Officials/Admin - Community Relations

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001359 - Environmental Svcs Public Affairs Mgr	#	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		
30000497 - Public Information Manager	#	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		
30000514 - Water Conservation Program 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		
30000494 - Community Outreach & Invlvmt Program Mgr	#	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		
7 Employees	Totals	#	1	5	0	1	0	0	0		
		%	14.29	71.43	0.00	14.29	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		
30000406 - Chief Administrative Officer	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000424 - Water Utility Director	#	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		
30000419 - Environmental Services Director	#	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		
30001054 - Planning & Sustainability Director	#	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		
30000431 - Police 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		
30000418 - Attorney, City	#	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		
30000420 - Transportation Director	#	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		
30000409 - Human Resources Director	#	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		
30000411 - Chief Technology 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		
30000426 - Development Services Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000410 - Chief Financial 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		
30000428 - Parks & Recreation Director	#	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		
30000432 - Fire Chief	#	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		
30000429 - Emergency Communications Director	#	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		
30001108 - Internal Business Services Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000414 - Government Relations Director	#	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		

Job Group Analysis

1DR

Officials/Admin - Directors

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001758 - Equity and Human Rights Director	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000413 - Revenue Bureau Director	#	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		
30000417 - Housing Director	#	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		
30000412 - FPDR Director	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000415 - Neighborhood Involvement Director	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000425 - Cable/Franchise Director	#	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		
30000430 - Emergency Management Director	#	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		
23 Employees	Totals #	6	9	0	5	1	0	0	0		
	%	26.09	39.13	0.00	21.74	4.35	0.00	0.00	0.00		

Job Group Analysis

1EC

Officials/Admin - Emergency Communication

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000786 - Emerg Commun Operations Mgr	#	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		
30000787 - Emerg Commun Operations Mgr, Assistant	#	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		
30000789 - Emerg Commun Program Coord	#	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		
4 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	75.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000669 - Environmental Monitoring Svcs Group Mgr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000676 - Wastewater Operations Group Manager	#	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		
30001658 - Plg & Sust Policy, Rsrch & Oper Mgr	#	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		
30000660 - Watershed Services Group 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		
30000675 - Wastewater Collections System Manager	#	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		
30000674 - Wastewater Treatment Manager	#	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		
30001735 - Environmental Investigations Mgr	#	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		
30000659 - Watershed Division Manager	#	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		
30000859 - Environmental Intergovernmental Rel Mgr	#	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		
30001078 - Sustainable Stormwater Division Mgr	#	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		
30001736 - Environmental Compliance Mgr	#	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		
30000508 - Solid Waste & Recycling Program Manager	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000670 - Laboratory Manager	#	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		
30000677 - Portland Harbor Superfund Technical Mgr	#	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		
30000664 - Environmental Program Manager, Sr	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000671 - Biosolids/Reuse Program Manager	#	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		

Job Group Analysis

1EN

Officials/Admin - Environmental

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000663 - Environmental Program Manager	#	1	3	0	0	1	0	0	0		
10 Employees	%	10.00	30.00	0.00	0.00	10.00	0.00	0.00	0.00		
30000667 - Watershed Revegetation Program 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		
32 Employees Totals	#	4	13	1	1	1	1	0	0		
	%	12.50	40.63	3.13	3.13	3.13	3.13	0.00	0.00		

Job Group Analysis

1EO

Officials/Admin - Office Equipment Operation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000723 - Printing & Distribution Manager	#	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		
30000722 - Print Shop Supervisor	#	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		
30000721 - Mail/Micrographics Supervisor	#	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		
3 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		

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000685 - Engineer, Chief - Water Bureau	#	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		
30000683 - Engineer, Chief	#	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		
30000853 - Transportation Dev & Engineering Grp Mgr	#	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		
30000682 - Engineer, Principal	#	1	3	0	0	0	0	0	1		
13 Employees	%	7.69	23.08	0.00	0.00	0.00	0.00	0.00	7.69		
30000689 - Capital Program Mgmt & Controls 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		
30000681 - Engineer, Supervising	#	4	6	3	0	0	0	0	1		
22 Employees	%	18.18	27.27	13.64	0.00	0.00	0.00	0.00	4.55		
30000699 - Traffic Investigations Manager	#	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		
30001258 - Capital Project Control 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		
30001259 - Capital Program Manager	#	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		
30000687 - Capital Project Manager III	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000697 - Right of Way Acquisition Supervisor	#	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		
30001733 - Parks Property & Business Development Mgr	#	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		
30000696 - Engineering Survey Manager	#	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		
30000691 - Public Works Inspection Manager	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000686 - Capital Project Manager II	#	1	5	0	0	0	0	0	1		
15 Employees	%	6.67	33.33	0.00	0.00	0.00	0.00	0.00	6.67		
30000690 - Public Works Inspection Supervisor	#	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		

Job Group Analysis

1ER

Officials/Admin - Engineering & Related

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000698 - Property Acquisition & Services Manager	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000399 - Capital Project Manager I	#	0	3	0	0	0	0	0	0		
8 Employees	%	0.00	37.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000335 - Development Services Project Coord	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000334 - Development Services Technician III	#	0	4	0	0	0	0	0	0		
4 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000229 - Public Works Inspector, Sr	#	6	1	1	1	1	0	1	2		
17 Employees	%	35.29	5.88	5.88	5.88	5.88	0.00	5.88	11.76		
30000336 - Fire Land Use Review Technician	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000228 - Public Works Inspector	#	7	8	0	1	3	3	0	0		
30 Employees	%	23.33	26.67	0.00	3.33	10.00	10.00	0.00	0.00		
30000333 - Development Services Technician II	#	2	10	0	1	1	0	0	0		
14 Employees	%	14.29	71.43	0.00	7.14	7.14	0.00	0.00	0.00		
30000332 - Development Services Technician I	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
161 Employees	#	23	55	4	3	7	3	1	5		
Totals	%	14.29	34.16	2.48	1.86	4.35	1.86	0.62	3.11		

Job Group Analysis

1ES

Officials/Admin - Exempt

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000005 - Commissioner's Staff Rep	#	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	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1FI

Officials/Admin - Fire

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000825 - Fire Division Chief	#	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		
30000823 - Fire Chief, Deputy	#	2	0	1	0	0	0	0	1		
6 Employees	%	33.33	0.00	16.67	0.00	0.00	0.00	0.00	16.67		
8 Employees	#	2	0	1	0	0	0	0	1		
	%	25.00	0.00	12.50	0.00	0.00	0.00	0.00	12.50		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000580 - Treasurer, City	#	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		
30000570 - Financial Planning Division Manager	#	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		
30000574 - Debt Manager	#	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		
30001384 - FPDR Financial 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		
30000856 - Investment 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		
30000573 - Debt Analyst, Principal	#	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		
30000582 - FPDR Operations 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		
30000569 - Financial Analyst, Principal	#	3	5	2	1	0	0	0	0		
14 Employees	%	21.43	35.71	14.29	7.14	0.00	0.00	0.00	0.00		
30001358 - Treasury Analyst, Principal	#	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		
30000572 - Debt Analyst, Sr	#	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		
30001083 - Treasury Analyst, Sr	#	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		
30000568 - Financial Analyst, Sr	#	7	11	5	0	1	0	0	1		
20 Employees	%	35.00	55.00	25.00	0.00	5.00	0.00	0.00	5.00		
30000567 - Financial Analyst	#	7	12	4	1	0	0	0	2		
16 Employees	%	43.75	75.00	25.00	6.25	0.00	0.00	0.00	12.50		
30000566 - Financial Analyst, Assistant	#	3	5	1	1	1	0	0	0		
8 Employees	%	37.50	62.50	12.50	12.50	12.50	0.00	0.00	0.00		
30001588 - Housing Financial Analyst, Assistant	#	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		

Job Group Analysis

1FL

Officials/Admin - Financial

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
69 Employees	Totals	#	21	38	13	3	2	0	0	3	
		%	30.43	55.07	18.84	4.35	2.90	0.00	0.00	4.35	

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000442 - Business Operations Manager, Sr	#	3	5	2	0	0	0	0	1		
8 Employees	%	37.50	62.50	25.00	0.00	0.00	0.00	0.00	12.50		
30000556 - IPR Program 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		
30000443 - Revenue Bureau Operations 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		
30000716 - Spectator Facilities Manager	#	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		
30000454 - Capital Improvmnt Program Planning Supvr	#	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		
30000441 - Business Operations Manager	#	1	6	1	0	0	0	0	0		
11 Employees	%	9.09	54.55	9.09	0.00	0.00	0.00	0.00	0.00		
30000453 - Management Analyst, Principal	#	1	7	1	0	0	0	0	0		
9 Employees	%	11.11	77.78	11.11	0.00	0.00	0.00	0.00	0.00		
30000438 - Water Administrative 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		
30000439 - Parks & Rec Administrative Mgr	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000555 - IPR Program Manager, Assistant	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000440 - Business Operations Supervisor	#	1	6	1	0	0	0	0	0		
10 Employees	%	10.00	60.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000452 - Management Analyst, Sr	#	3	10	0	0	1	0	0	2		
20 Employees	%	15.00	50.00	0.00	0.00	5.00	0.00	0.00	10.00		
30000445 - Customer Service Supervisor	#	1	4	0	1	0	0	0	0		
7 Employees	%	14.29	57.14	0.00	14.29	0.00	0.00	0.00	0.00		
30000546 - Clerk to City Council	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000553 - Complaint Investigator	#	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		
30000451 - Management Analyst	#	4	18	2	0	1	0	0	1		
25 Employees	%	16.00	72.00	8.00	0.00	4.00	0.00	0.00	4.00		

Job Group Analysis

1GA

Officials/Admin - General Administrative

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000450 - Management Assistant	#	9	18	3	4	1	1	0	0		
25 Employees	%	36.00	72.00	12.00	16.00	4.00	4.00	0.00	0.00		
30001596 - Housing Management Assistant	#	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		
128 Employees	#	26	82	10	6	3	1	0	6		
	%	20.31	64.06	7.81	4.69	2.34	0.78	0.00	4.69		

Job Group Analysis

1GM

Officials/Admin - General Maintenance/Trades

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000854 - Transportation Systems Grp Mgr	#	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		
30000855 - Maintenance Group 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		
30000642 - Transportation Division Manager	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000632 - Public Works Division Manager	#	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		
30000639 - Portland Streetcar Operations 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		
30000839 - Portland Streetcar Operations Supvr	#	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		
10 Employees	#	0	3	0	0	0	0	0	0		
Totals	%	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1HR

Officials/Admin - Human Resources

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000526 - Human Resources Director, Assistant	#	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		
30001633 - Human Resources System Manager	#	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		
30000537 - Labor/Employee Relations Manager	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000524 - Human Resources Site Team Manager	#	2	2	0	2	0	0	0	0		
3 Employees	%	66.67	66.67	0.00	66.67	0.00	0.00	0.00	0.00		
30000525 - Human Resources Manager, Police	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000541 - Benefits 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		
30000530 - Affirmative Action/Diversity Manager	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000535 - Classification/Compensation 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		
30001708 - Training & Development 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		
11 Employees	#	6	6	0	5	0	0	1	0		
Totals	%	54.55	54.55	0.00	45.45	0.00	0.00	9.09	0.00		

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000832 - Chief Technology Officer, Assistant	#	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		
30001032 - Technology Capital Project Manager II	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000618 - IT Strategic Technology Planning Manager	#	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		
30000628 - ComNet Operations Manager	#	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		
30001233 - SAP Support Manager	#	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		
30000610 - Inf Syst Mgr, Sr-Applications	#	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		
30000615 - Inf Syst Mgr, Sr-Security	#	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		
30000613 - Inf Syst Mgr, Sr-General	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001031 - Technology Capital Project Manager I	#	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		
30000614 - Inf Syst Mgr, Sr-Production	#	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		
30000606 - Inf Syst Mgr-Enterprise Database Mgr	#	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		
30000608 - Inf Syst Mgr-Network Manager	#	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		
30000609 - Inf Syst Mgr-Wide Area Network	#	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		
30001004 - Inf Syst Mgr-Proj Mgmt	#	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		
30000607 - Inf Syst Mgr-Generalist	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000620 - Technology Services Bureau Business Rep	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1IT

Officials/Admin - Information Technology

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000604 - Inf Syst Supvr-Bureau IS & GIS	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000605 - Inf Syst Supvr-Generalist	#	2	3	0	1	1	0	0	0		
7 Employees	%	28.57	42.86	0.00	14.29	14.29	0.00	0.00	0.00		
30000627 - Communications Systems Administrator	#	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		
30000625 - Technical Operations Supervisor	#	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		
36 Employees	Totals	#	7	11	3	2	1	0	1	0	
		%	19.44	30.56	8.33	5.56	2.78	0.00	2.78	0.00	

Job Group Analysis

1LE

Officials/Admin - Law Enforcement

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000784 - Police Chief, Assistant	#	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		
30001483 - Police Services, Director of	#	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		
30000833 - Police Evidence & Property Mgr	#	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		
30000774 - Police Program Specialist, Sr	#	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		
30000837 - Police Evidence Control Supervisor	#	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		
7 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	14.29	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1LL

Officials/Admin - Legal

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000600 - Law Office Administrator	#	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	#	0	1	0	0	0	0	0	0		
	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

1PL

Officials/Admin - Planning

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000741 - Transportation Planning Manager	#	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		
30000733 - Development Services Manager	#	1	1	0	0	1	0	0	0		
2 Employees	%	50.00	50.00	0.00	0.00	50.00	0.00	0.00	0.00		
3 Employees Totals	#	1	1	0	0	1	0	0	0		
	%	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000551 - Audit Services, Director of	#	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		
30001260 - Housing Director, Assistant	#	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		
30001080 - Healthy Working Rivers 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		
30000588 - License & Tax Division 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		
30000704 - Cable/Franchise Operations 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		
30000790 - Emergency Management Operations Manager	#	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		
30000509 - Conservation Program 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		
30000466 - Program Manager, Sr	#	1	4	1	0	0	0	0	0		
10 Employees	%	10.00	40.00	10.00	0.00	0.00	0.00	0.00	0.00		
30001033 - Regulatory Division 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		
30001608 - Housing Policy Manager	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000472 - Contractor Development Supervisor	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000488 - Security & Emerg Mgmt Program Manager	#	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		
30000703 - Cable/Franchise Program Manager	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000547 - Council Support & Contracts Supervisor	#	1	1	0	0	1	0	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000552 - Foreclosure Program Manager	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000646 - Water Consortium Conservation Pg Mgr	#	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		

Job Group Analysis

1PM

Officials/Admin - Program Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001363 - Housing Development Finance Coordinator	#	1	1	0	1	0	0	0	0		
2 Employees	%	50.00	50.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000465 - Program Manager	#	3	11	0	1	0	0	0	2		
20 Employees	%	15.00	55.00	0.00	5.00	0.00	0.00	0.00	10.00		
30000487 - Emergency Management Program Manager	#	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		
30000470 - Contractor Dev Program Coordinator	#	2	2	0	1	0	0	0	1		
5 Employees	%	40.00	40.00	0.00	20.00	0.00	0.00	0.00	20.00		
30001362 - Housing Construction Coordinator, Sr	#	2	1	0	1	0	0	0	1		
3 Employees	%	66.67	33.33	0.00	33.33	0.00	0.00	0.00	33.33		
30000464 - Program Coordinator	#	8	18	1	3	3	0	0	1		
36 Employees	%	22.22	50.00	2.78	8.33	8.33	0.00	0.00	2.78		
30001367 - Lead Grant Program Coordinator	#	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		
30001595 - Housing Program Coordinator	#	2	5	1	1	0	0	0	0		
8 Employees	%	25.00	62.50	12.50	12.50	0.00	0.00	0.00	0.00		
30001365 - Housing Loan Coordinator, Sr	#	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		
30001361 - Housing Construction Coordinator	#	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		
30000463 - Program Specialist	#	5	18	2	2	1	0	0	0		
30 Employees	%	16.67	60.00	6.67	6.67	3.33	0.00	0.00	0.00		
30001593 - Housing Progm Specialist	#	0	4	0	0	0	0	0	0		
5 Employees	%	0.00	80.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000462 - Program Specialist, Assistant	#	4	15	1	0	1	2	0	0		
18 Employees	%	22.22	83.33	5.56	0.00	5.56	11.11	0.00	0.00		
30001594 - Housing Program Specialist, Asst.	#	3	4	1	0	1	1	0	0		
4 Employees	%	75.00	100.00	25.00	0.00	25.00	25.00	0.00	0.00		
164 Employees	#	36	99	8	11	9	3	0	5		
Totals	%	21.95	60.37	4.88	6.71	5.49	1.83	0.00	3.05		

Job Group Analysis

1PR

Officials/Admin - Parks/Recreation

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000748 - Parks & Rec Services 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		
30000746 - Parks & Rec Natural Areas 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		
30001585 - Parks & Rec Asset 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		
30000834 - Parks & Rec Central Svcs/Asset Syst Mgr	#	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		
30000765 - Golf, Director of	#	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		
30000767 - Raceway Manager	#	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		
30000755 - Parks & Rec Zone Manager	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000756 - Parks & Rec City Nature Zone Mgr	#	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		
12 Employees	Totals	#	0	7	0	0	0	0	0		
		%	0.00	58.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

1RM

Officials/Admin - Risk Management

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000484 - Risk 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		
30000478 - Claims Analyst, Sr	#	1	1	1	0	0	0	0	0		
4 Employees	%	25.00	25.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000480 - Workers Comp/Disability Analyst, Sr	#	1	5	0	1	0	0	0	0		
5 Employees	%	20.00	100.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000479 - Workers Compensation/Disability Analyst	#	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		
30000477 - Claims Analyst	#	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		
13 Employees	Totals	#	2	10	1	1	0	0	0		
		%	15.38	76.92	7.69	7.69	0.00	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001208 - Chief Procurement 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		
30000473 - Purchasing 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		
30000455 - Contracts Dev & Review Administrator	#	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		
30000471 - Procurement Supervisor	#	1	2	0	0	1	0	0	0		
4 Employees	%	25.00	50.00	0.00	0.00	25.00	0.00	0.00	0.00		
30000457 - Technology Svcs Contracts Coordinator	#	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		
30000456 - Facilities Contracts Coordinator	#	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		
30000468 - Stores System Supervisor II	#	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		
30000469 - Contracts Compliance Specialist	#	2	4	0	2	0	0	0	0		
4 Employees	%	50.00	100.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000467 - Stores System Supervisor I	#	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		
30000060 - Procurement Specialist, Sr	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000056 - Storekeeper/Acquisition Specialist III	#	0	1	0	0	0	0	0	0		
6 Employees	%	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000059 - Procurement Specialist	#	3	3	0	3	0	0	0	0		
3 Employees	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000055 - Storekeeper/Acquisition II:Auto Part Spec	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000054 - Storekeeper/Acquisition Specialist II	#	0	4	0	0	0	0	0	0		
12 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000053 - Storekeeper/Acquisition Specialist I	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		

Job Group Analysis

1SP

Officials/Admin - Store & Purchases

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
49 Employees	Totals	#	7	24	0	5	1	1	0	0	
		%	14.29	48.98	0.00	10.20	2.04	2.04	0.00	0.00	

Job Group Analysis

1WA

Officials/Admin - Water

EEO Code: 1

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000655 - Water Group Manager	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000648 - Water Resources Planning 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		
30000654 - Water Operations & Support 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		
30001034 - Water Quality Manager	#	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		
30000657 - Hydroelectric Power Project Manager	#	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		
30001860 - Water Resources Program Mgr, Sr	#	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		
30000653 - Mechanical Systems Supervisor-Water,Sr	#	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		
30000656 - Water Resources Program Manager	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000658 - Hydroelectric Power Project Mgr, Asst	#	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		
30000651 - Water Quality Inspection Supervisor	#	1	0	0	0	1	0	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00		
30000141 - Water Quality Inspector III	#	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		
30000140 - Water Quality Inspector II	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000139 - Water Quality Inspector I	#	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		
24 Employees	#	2	8	0	1	1	0	0	0		
Totals	%	8.33	33.33	0.00	4.17	4.17	0.00	0.00	0.00		

Job Group Analysis

2AC

Professionals - Accounting

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000586 - Revenue Audit Supervisor	#	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		
30000562 - Accounting Supervisor, Sr	#	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		
30000405 - Revenue Auditor, Sr	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000560 - Accountant, Systems	#	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		
30000404 - Revenue Auditor	#	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		
30000064 - Accountant III	#	7	6	4	1	1	0	0	1		
16 Employees	%	43.75	37.50	25.00	6.25	6.25	0.00	0.00	6.25		
30000559 - Accountant, Assistant Systems	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30000063 - Accountant II	#	9	15	5	2	2	0	0	0		
22 Employees	%	40.91	68.18	22.73	9.09	9.09	0.00	0.00	0.00		
30000062 - Accountant I	#	6	13	4	1	0	0	0	1		
15 Employees	%	40.00	86.67	26.67	6.67	0.00	0.00	0.00	6.67		
64 Employees	#	25	39	15	5	3	0	0	2		
Totals	%	39.06	60.94	23.44	7.81	4.69	0.00	0.00	3.13		

Job Group Analysis

2BO

Professionals - Botanic

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000319 - Botanic Spec II-Environmental Education	#	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		
30000322 - Botanic Spec II-Pest Mgmt	#	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		
30000323 - Botanic Spec II-Rose Garden	#	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		
30000321 - Botanic Spec II-Ntrl Resource Ecologist	#	1	1	1	0	0	0	0	0		
11 Employees	%	9.09	9.09	9.09	0.00	0.00	0.00	0.00	0.00		
30000317 - Botanic Spec II-Arboretum Collection	#	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		
30000320 - Botanic Spec II-Generalist	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001005 - Botanic Spec II-Forestry	#	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		
30001333 - Botanic Spec I-Trails	#	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		
30000315 - Botanic Spec I-Generalist	#	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		
30000316 - Botanic Spec I-Youth & Comnty Programs	#	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		
30001584 - Botanic Spec 1-Community Gardens	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
26 Employees											
Totals		#	2	10	1	0	0	0	1		
		%	7.69	38.46	3.85	0.00	0.00	0.00	3.85		

Job Group Analysis

2CR

Professionals - Community Relations

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001783 - State Government Relations Mgr	#	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		
30000498 - Government Relations Lobbyist	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000507 - Conservation Program Coordinator, Sr	#	2	4	0	0	0	2	0	0		
6 Employees	%	33.33	66.67	0.00	0.00	0.00	33.33	0.00	0.00		
30000495 - Public Information Officer	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000512 - Water Conservation Program Coordinator	#	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		
30000506 - Conservation Program Coordinator	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000493 - Community Outreach & Informtn Rep, Sr	#	1	5	0	1	0	0	0	0		
8 Employees	%	12.50	62.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000499 - Volunteer Program Coordinator	#	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		
30000492 - Community Outreach & Informtn Rep	#	4	10	3	1	0	0	0	0		
14 Employees	%	28.57	71.43	21.43	7.14	0.00	0.00	0.00	0.00		
30000503 - Disability Program Specialist	#	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		
30000500 - Neighborhood Programs Coordinator	#	1	1	0	0	0	0	0	1		
2 Employees	%	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00		
30000505 - Conservation Program Specialist	#	0	5	0	0	0	0	0	0		
8 Employees	%	0.00	62.50	0.00	0.00	0.00	0.00	0.00	0.00		
56 Employees	%	17.86	60.71	7.14	3.57	0.00	3.57	0.00	3.57		
Totals	#	10	34	4	2	0	2	0	2		
	%	17.86	60.71	7.14	3.57	0.00	3.57	0.00	3.57		

Job Group Analysis

2EC

Professionals - Emergency Communication

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000788 - Emerg Commun Training Officer	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
1 Employee	#	1	1	0	1	0	0	0	0		
Totals	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2EN

Professionals - Environmental

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000340 - Hydrogeologist	#	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		
30001810 - Env Policy & Hazardous Materials Coord	#	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		
30000459 - Environmental Policy Analyst	#	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		
30000666 - Watershed Revegetation Program Supvr	#	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		
30000662 - Environmental Program Coordinator	#	1	8	0	0	0	0	0	1		
10 Employees	%	10.00	80.00	0.00	0.00	0.00	0.00	0.00	10.00		
30000339 - Environmental Specialist	#	6	15	0	2	2	0	0	2		
33 Employees	%	18.18	45.45	0.00	6.06	6.06	0.00	0.00	6.06		
30000661 - Environmental Program Specialist	#	1	5	0	0	1	0	0	0		
6 Employees	%	16.67	83.33	0.00	0.00	16.67	0.00	0.00	0.00		
54 Employees	Totals	#	8	29	0	2	3	0	3		
		%	14.81	53.70	0.00	3.70	5.56	0.00	5.56		

Job Group Analysis

2ER

Professionals - Engineering & Related

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000680 - Engineer, Sr	#	5	9	5	0	0	0	0	0		
36 Employees	%	13.89	25.00	13.89	0.00	0.00	0.00	0.00	0.00		
30000366 - Engineer-Electrical	#	2	0	2	0	0	0	0	0		
3 Employees	%	66.67	0.00	66.67	0.00	0.00	0.00	0.00	0.00		
30000370 - Engineer-Traffic	#	3	3	1	1	0	1	0	0		
7 Employees	%	42.86	42.86	14.29	14.29	0.00	14.29	0.00	0.00		
30000365 - Engineer-Civil	#	8	9	7	0	1	0	0	0		
48 Employees	%	16.67	18.75	14.58	0.00	2.08	0.00	0.00	0.00		
30000369 - Engineer-Structural	#	1	2	0	0	0	0	0	1		
5 Employees	%	20.00	40.00	0.00	0.00	0.00	0.00	0.00	20.00		
30001734 - Engineer-Bridge	#	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		
30000368 - Engineer-Mechanical	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000364 - Engineer-Chemical/Environmental	#	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		
30000367 - Engineer-Geotechnical	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000679 - Public Works Permit Engineering Manager	#	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		
30000930 - Landscape Architect Project Manager	#	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		
30000693 - Mapping & GIS Supervisor	#	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		
30000360 - Engineering Associate, Sr-Geotechnical	#	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		
30000362 - Engineering Associate, Sr-Structural	#	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		
30000358 - Engineering Associate, Sr-Civil	#	6	15	4	2	0	0	0	0		
34 Employees	%	17.65	44.12	11.76	5.88	0.00	0.00	0.00	0.00		
30000363 - Engineering Associate, Sr-Traffic	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	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		
30000695 - Surveying Supvr/Water Rights Examiner	#	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		
30000700 - Communications Engineer	#	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		
30000694 - Surveying Supervisor	#	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		
30000331 - CAD Analyst	#	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		
30000355 - Engineering Associate-Mechanical	#	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		
30000353 - Engineering Associate-Civil	#	3	7	2	0	1	0	0	0		
16 Employees	%	18.75	43.75	12.50	0.00	6.25	0.00	0.00	0.00		
30000226 - Surveyor II	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000225 - Surveyor I	#	2	1	1	0	1	0	0	0		
8 Employees	%	25.00	12.50	12.50	0.00	12.50	0.00	0.00	0.00		
189 Employees	Totals #	33	56	24	3	3	2	0	1		
	%	17.46	29.63	12.70	1.59	1.59	1.06	0.00	0.53		

Job Group Analysis

2FI

Professionals - Fire

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000800 - Fire Training Officer	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2FL

Professionals - Financial

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000578 - Economist, City	#	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		
30000577 - Economist, Principal	#	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		
30000576 - Economist, Sr	#	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		
4 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2GA

Professionals - General Administrative

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000461 - Policy Analyst, Sr	#	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		
30000460 - Policy Analyst	#	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		
30000550 - Management Auditor, Principal	#	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		
30000549 - Management Auditor, Sr	#	0	5	0	0	0	0	0	0		
5 Employees	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000548 - Management Auditor	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000474 - EAP Specialist	#	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		
15 Employees	Totals	#	1	13	1	0	0	0	0		
		%	6.67	86.67	6.67	0.00	0.00	0.00	0.00		

Job Group Analysis

2GM

Professionals - General Maintenance/Trades

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000089 - Sign Maker	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000079 - Equestrian Trainer	#	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 #	1	2	0	0	0	1	0	0		
	%	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00		

Job Group Analysis

2HR

Professionals - Human Resources

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000536 - Labor Relations Coordinator	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000527 - Employment & Development Coordinator	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000534 - Classification/Compensation Coordinator	#	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		
30000523 - Human Resources Coordinator	#	10	6	0	5	2	1	0	2		
12 Employees	%	83.33	50.00	0.00	41.67	16.67	8.33	0.00	16.67		
30001535 - Benefits Coordinator	#	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		
30000532 - Training & Development Officer	#	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		
30000539 - Benefits Analyst	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000522 - Human Resources Analyst, Sr	#	4	3	2	2	0	0	0	0		
6 Employees	%	66.67	50.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000531 - Training & Development Analyst	#	0	6	0	0	0	0	0	0		
7 Employees	%	0.00	85.71	0.00	0.00	0.00	0.00	0.00	0.00		
30000533 - Classification/Compensation Analyst, Sr	#	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		
30001586 - Affirmative Action/Diversity Analyst, Sr.	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001833 - Labor Relations Analyst, Sr	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30001834 - Labor Relations Analyst	#	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		
30000538 - Benefits Specialist	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
42 Employees	#	20	29	6	9	2	1	0	2		
Totals	%	47.62	69.05	14.29	21.43	4.76	2.38	0.00	4.76		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000622 - SAP Architect- XI/PI	#	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		
30001433 - SAP Business Systems Analyst, Principal	#	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		
30000880 - Inf Syst Analyst, Principal-GIS,Vertical	#	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		
30000217 - Inf Syst Analyst, Principal-GIS Enterprs	#	2	0	2	0	0	0	0	0		
4 Employees	%	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000218 - Inf Syst Analyst, Principal-Gen	#	6	6	4	1	1	0	0	0		
25 Employees	%	24.00	24.00	16.00	4.00	4.00	0.00	0.00	0.00		
30000219 - Inf Syst Analyst, Principal-Proj Mgmt	#	2	3	1	0	0	0	0	1		
7 Employees	%	28.57	42.86	14.29	0.00	0.00	0.00	0.00	14.29		
30000220 - Inf Syst Analyst, Principal-Security	#	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		
30000603 - Inf Syst Analyst IV(Supvr)-Gen	#	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		
30001684 - SAP Business Systems Analyst, Sr	#	2	9	1	0	0	0	0	1		
13 Employees	%	15.38	69.23	7.69	0.00	0.00	0.00	0.00	7.69		
30000207 - Applications Analyst IV-Generalist	#	2	1	2	0	0	0	0	0		
12 Employees	%	16.67	8.33	16.67	0.00	0.00	0.00	0.00	0.00		
30000215 - Inf Syst Technical Analyst VI	#	4	1	4	0	0	0	0	0		
16 Employees	%	25.00	6.25	25.00	0.00	0.00	0.00	0.00	0.00		
30001234 - Applications Analyst IV-Web Developer	#	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		
30001003 - ISTA VI-Security Specialty	#	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		
30000449 - Business Systems Analyst, Sr	#	4	8	2	1	0	0	0	1		
12 Employees	%	33.33	66.67	16.67	8.33	0.00	0.00	0.00	8.33		
30000204 - Applications Analyst III-Generalist	#	7	6	6	1	0	0	0	0		
18 Employees	%	38.89	33.33	33.33	5.56	0.00	0.00	0.00	0.00		
30000213 - Inf Syst Technical Analyst V	#	8	4	1	2	3	0	1	1		
16 Employees	%	50.00	25.00	6.25	12.50	18.75	0.00	6.25	6.25		

Job Group Analysis

2IT

Professionals - Information Technology

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000373 - Graphics Designer III	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30001510 - ISTA VI-Vertical GIS Specialty	#	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		
30000448 - Business Systems Analyst	#	2	10	2	0	0	0	0	0		
13 Employees	%	15.38	76.92	15.38	0.00	0.00	0.00	0.00	0.00		
30000203 - Applications Analyst II-Generalist	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
30000211 - ISTA IV-Telecommunications Specialty	#	2	2	0	1	1	0	0	0		
4 Employees	%	50.00	50.00	0.00	25.00	25.00	0.00	0.00	0.00		
30000212 - ISTA IV-Vertical GIS Specialty	#	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		
30000210 - Inf Syst Technical Analyst IV	#	10	7	4	4	1	1	0	0		
24 Employees	%	41.67	29.17	16.67	16.67	4.17	4.17	0.00	0.00		
30000200 - Inf Syst Technical Analyst III	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000201 - Applications Analyst I-Generalist	#	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		
30000209 - ISTA III-Telecommunications Specialty	#	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		
30000372 - Graphics Designer 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		
30001509 - Web Designer	#	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		
30000447 - Business Systems Analyst, Assistant	#	2	5	2	0	0	0	0	0		
6 Employees	%	33.33	83.33	33.33	0.00	0.00	0.00	0.00	0.00		
30001591 - Housing Business Systems Analyst, Asst.	#	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		
30000199 - Inf Syst Technical Analyst II	#	1	2	1	0	0	0	0	0		
5 Employees	%	20.00	40.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000198 - Inf Syst Technical Analyst I	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	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		
30001533 - Business Systems Analyst, Principal	#	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		
205 Employees	Totals	#	57	79	33	10	8	1	1	4	
		%	27.80	38.54	16.10	4.88	3.90	0.49	0.49	1.95	

Job Group Analysis

2LE

Professionals - Law Enforcement

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000310 - Police Investigative Accountant	#	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		
30000772 - Police ID Technologies Coordinator	#	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		
30000778 - Police Data Research Supervisor	#	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		
30000777 - Crime Analyst	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000309 - Crime Prevention Program Administrator	#	2	9	0	1	0	0	0	1		
13 Employees	%	15.38	69.23	0.00	7.69	0.00	0.00	0.00	7.69		
30000308 - Crime Prevention Rep	#	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		
23 Employees	#	2	13	0	1	0	0	0	1		
Totals	%	8.70	56.52	0.00	4.35	0.00	0.00	0.00	4.35		

Job Group Analysis

2LL

Professionals - Legal

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000597 - Attorney, Chief Deputy City	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000596 - Attorney, Sr Deputy City	#	1	5	1	0	0	0	0	0		
12 Employees	%	8.33	41.67	8.33	0.00	0.00	0.00	0.00	0.00		
30000598 - Hearings 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		
30000595 - Attorney, Deputy City	#	4	6	1	0	1	0	1	1		
16 Employees	%	25.00	37.50	6.25	0.00	6.25	0.00	6.25	6.25		
30000830 - Paralegal Supervisor	#	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		
35 Employees											
Totals	#	5	15	2	0	1	0	1	1		
	%	14.29	42.86	5.71	0.00	2.86	0.00	2.86	2.86		

Job Group Analysis

20S

Professionals - Office Support

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000021 - Police Records Training Coordinator	#	1	8	1	0	0	0	0	0		
9 Employees	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		
9 Employees	#	1	8	1	0	0	0	0	0		
Totals	%	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001053 - Planner, 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		
30000725 - Planner, Principal	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000742 - Parks Planner, Supervising	#	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		
30000724 - Planner, Supervising	#	2	3	2	0	0	0	0	0		
7 Employees	%	28.57	42.86	28.57	0.00	0.00	0.00	0.00	0.00		
30000739 - Transportation Planning Coordinator	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000392 - Planner, Sr City-Environmental	#	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		
30000391 - Planner, Sr City-Economic	#	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		
30000395 - Planner, Sr City-Transportation Modeling	#	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		
30000396 - Planner, Sr City-Transportation	#	1	1	0	0	1	0	0	0		
5 Employees	%	20.00	20.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000397 - Planner, Sr City-Urban Design	#	1	1	0	0	0	1	0	0		
3 Employees	%	33.33	33.33	0.00	0.00	0.00	33.33	0.00	0.00		
30000398 - Planner, Sr City-Water Resources	#	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		
30000393 - Planner, Sr City-Land Use	#	0	9	0	0	0	0	0	0		
17 Employees	%	0.00	52.94	0.00	0.00	0.00	0.00	0.00	0.00		
30000385 - Planner II. City-Land Use	#	3	14	1	0	1	1	0	0		
23 Employees	%	13.04	60.87	4.35	0.00	4.35	4.35	0.00	0.00		
30000388 - Planner II. City-Transportation	#	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		
30000386 - Planner II. City-Parks	#	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		
30000383 - Planner II. City-Economic	#	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		

Job Group Analysis

2PL

Professionals - Planning

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000389 - Planner II. City-Urban Design	#	0	3	0	0	0	0	0	0		
4 Employees	%	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000377 - Planner I, City-Land Use	#	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		
30000375 - Planner, Associate	#	1	2	0	1	0	0	0	0		
4 Employees	%	25.00	50.00	0.00	25.00	0.00	0.00	0.00	0.00		
84 Employees	#	10	42	5	1	2	2	0	0		
Totals											
	%	11.90	50.00	5.95	1.19	2.38	2.38	0.00	0.00		

Job Group Analysis

2PM

Professionals - Program Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000544 - Archivist, Assistant	#	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		
		%	0.00	50.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2PR

Professionals - Parks/Recreation

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000763 - Urban Forestry Supervisor	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2RM

Professionals - Risk Management

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000475 - Occupational Health Program 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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2VI

Professionals - Video

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000519 - Video Production Manager	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

2WA

Professionals - Water

EEO Code: 2

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000647 - Water Resource & Urban Affairs Coord	#	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3BO

Technicians - Botanic

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001383 - Botanic Technician II	#	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		
30000831 - Botanic Technician I	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3EL

Technicians - Electronics

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000240 - Instrument Technician, Lead	#	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		
30000239 - Instrument Technician	#	1	0	0	0	0	0	0	1		
15 Employees	%	6.67	0.00	0.00	0.00	0.00	0.00	0.00	6.67		
30000236 - Electronics Technician II: Commun	#	0	1	0	0	0	0	0	0		
8 Employees	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		
30000237 - Electronics Technician II:Traffic Signal	#	2	1	1	0	0	0	0	1		
3 Employees	%	66.67	33.33	33.33	0.00	0.00	0.00	0.00	33.33		
30000238 - Communications Switch Technician	#	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		
30000401 - Electronic Systems Technician	#	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		
30000234 - Electronics Technician I: Communications	#	1	0	0	1	0	0	0	0		
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
37 Employees	#	5	2	1	1	1	0	0	2		
Totals	%	13.51	5.41	2.70	2.70	2.70	0.00	0.00	5.41		

Job Group Analysis

3EN

Technicians - Environmental

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000672 - Data Acquisition & Mgmt Supervisor	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000338 - Environmental Technician II	#	2	14	0	1	0	0	1	0		
41 Employees	%	4.88	34.15	0.00	2.44	0.00	0.00	2.44	0.00		
30000337 - Environmental Technician I	#	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		
43 Employees	Totals	#	3	15	0	1	0	0	1	1	
		%	6.98	34.88	0.00	2.33	0.00	0.00	2.33	2.33	

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000402 - Signals & Street Lighting Technician	#	1	0	0	0	0	1	0	0		
1 Employee	%	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00		
30000330 - CAD Technician III	#	1	1	0	0	0	0	1	0		
8 Employees	%	12.50	12.50	0.00	0.00	0.00	0.00	12.50	0.00		
30000978 - Mapping Data Technician II	#	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		
30000326 - Engineering Technician III	#	3	4	2	0	1	0	0	0		
15 Employees	%	20.00	26.67	13.33	0.00	6.67	0.00	0.00	0.00		
30000343 - GIS Technician III	#	1	1	1	0	0	0	0	0		
6 Employees	%	16.67	16.67	16.67	0.00	0.00	0.00	0.00	0.00		
30000329 - CAD Technician II	#	3	3	1	2	0	0	0	0		
24 Employees	%	12.50	12.50	4.17	8.33	0.00	0.00	0.00	0.00		
30000325 - Engineering Technician II	#	8	19	5	1	0	1	0	1		
48 Employees	%	16.67	39.58	10.42	2.08	0.00	2.08	0.00	2.08		
30000342 - GIS Technician II	#	3	4	2	0	0	0	0	1		
17 Employees	%	17.65	23.53	11.76	0.00	0.00	0.00	0.00	5.88		
30000327 - Mapping Data Technician 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		
30001079 - Survey Project Support Tech	#	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		
30001037 - Utility Locator	#	5	4	0	3	0	0	1	1		
11 Employees	%	45.45	36.36	0.00	27.27	0.00	0.00	9.09	9.09		
30000328 - CAD Technician I	#	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		
30000341 - GIS Technician I	#	1	1	1	0	0	0	0	0		
3 Employees	%	33.33	33.33	33.33	0.00	0.00	0.00	0.00	0.00		
30000324 - Engineering Technician I	#	1	3	1	0	0	0	0	0		
10 Employees	%	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00		
30000224 - Surveying Aide II	#	0	0	0	0	0	0	0	0		
12 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3ER

Technicians - Engineering & Related

EEO Code: 3

Job Code & Title			Min	Fem	Asi	Blk	His	Ind	Pac	Two		
160 Employees	Totals	#	28	41	14	6	1	2	2	3		
		%	17.50	25.63	8.75	3.75	0.63	1.25	1.25	1.88		

Job Group Analysis

3IT

Technicians - Information Technology

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000624 - Communications Systems Rep	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3LB

Technicians - Laboratory

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001285 - Laboratory Coordinator	#	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		
30001284 - Laboratory Analytical Specialist	#	1	5	0	0	1	0	0	0		
8 Employees	%	12.50	62.50	0.00	0.00	12.50	0.00	0.00	0.00		
30001283 - Laboratory Analyst II	#	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		
21 Employees	#	2	13	0	0	2	0	0	0		
Totals	%	9.52	61.90	0.00	0.00	9.52	0.00	0.00	0.00		

Job Group Analysis

3LE

Technicians - Law Enforcement

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000305 - Police Identification Technician, Lead	#	2	1	2	0	0	0	0	0		
3 Employees	%	66.67	33.33	66.67	0.00	0.00	0.00	0.00	0.00		
30000304 - Police Identification Technician	#	3	12	1	1	0	1	0	0		
16 Employees	%	18.75	75.00	6.25	6.25	0.00	6.25	0.00	0.00		
30000303 - Police Identification Technician, Trnee	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
20 Employees	Totals	#	6	14	3	1	0	1	0	1	
		%	30.00	70.00	15.00	5.00	0.00	5.00	0.00	5.00	

Job Group Analysis

3PM

Technicians - Program Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000489 - EMS Program 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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

3RM

Technicians - Risk Management

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001659 - Environmental Svc, OCIP, Risk & Safety 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		
30000486 - Safety & Risk Officer II	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000483 - Risk Supervisor	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000485 - Safety & Risk Officer I	#	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		
30000482 - Risk Specialist, Sr	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000481 - Risk Specialist	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
15 Employees	Totals	#	1	7	0	1	0	0	0		
		%	6.67	46.67	0.00	6.67	0.00	0.00	0.00		

Job Group Analysis

3VI

Technicians - Video

EEO Code: 3

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000518 - Video Production Specialist	#	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-4

Portective Service-Sworn-Fire-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000826 - Fire Marshal	#	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		
30000807 - Fire Battalion Chief, Staff	#	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		
30001082 - Fire Marshal, Assistant	#	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		
30000806 - Fire Battalion Chief	#	0	0	0	0	0	0	0	0		
13 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
17 Employees	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

4FI-3

Protective Service-Sworn-Fire-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000817 - Fire Captain, Staff	#	1	0	1	0	0	0	0	0		
5 Employees	%	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000816 - Fire Inspector, Sr - Specialist	#	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		
30000805 - Fire Training Captain	#	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		
30000811 - Fire Inspector, Sr	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000803 - Fire Captain	#	7	2	2	2	2	1	0	0		
29 Employees	%	24.14	6.90	6.90	6.90	6.90	3.45	0.00	0.00		
42 Employees	#	8	4	3	2	2	1	0	0		
Totals	%	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00		

Job Group Analysis

4FI-2

Protective Service-Sworn-Fire-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000812 - Fire Inspector/Specialist	#	3	3	1	0	1	1	0	0		
12 Employees	%	25.00	25.00	8.33	0.00	8.33	8.33	0.00	0.00		
30000801 - Fire Lieutenant, Staff	#	0	0	0	0	0	0	0	0		
8 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000815 - Fire Investigator	#	1	3	0	1	0	0	0	0		
7 Employees	%	14.29	42.86	0.00	14.29	0.00	0.00	0.00	0.00		
30000808 - Fire Inspector	#	7	2	0	3	3	1	0	0		
20 Employees	%	35.00	10.00	0.00	15.00	15.00	5.00	0.00	0.00		
30000798 - Fire Lieutenant	#	16	5	8	3	3	2	0	0		
99 Employees	%	16.16	5.05	8.08	3.03	3.03	2.02	0.00	0.00		
30000822 - Harbor Pilot	#	3	0	2	0	0	1	0	0		
11 Employees	%	27.27	0.00	18.18	0.00	0.00	9.09	0.00	0.00		
157 Employees	#	30	13	11	7	7	5	0	0		
Totals	%	19.11	8.28	7.01	4.46	4.46	3.18	0.00	0.00		

Job Group Analysis

4FI-1

Protective Service-Sworn-Fire-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000795 - Fire Fighter Specialist	#	3	0	1	0	1	1	0	0		
14 Employees	%	21.43	0.00	7.14	0.00	7.14	7.14	0.00	0.00		
30000793 - Fire Fighter	#	83	29	23	19	23	17	1	0		
436 Employees	%	19.04	6.65	5.28	4.36	5.28	3.90	0.23	0.00		
450 Employees	Totals #	86	29	24	19	24	18	1	0		
	%	19.11	6.44	5.33	4.22	5.33	4.00	0.22	0.00		

Job Group Analysis

4LE-4

Protective Service-Sworn-Law Enfr-Executive

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000301 - Police Commander	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 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		

Job Group Analysis

4LE-3

Protective Service-Sworn-Law Enfr-Senior Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000300 - Police Captain	#	2	2	1	0	0	0	0	1		
13 Employees	%	15.38	15.38	7.69	0.00	0.00	0.00	0.00	7.69		
30000299 - Police Lieutenant	#	6	3	1	1	3	1	0	0		
26 Employees	%	23.08	11.54	3.85	3.85	11.54	3.85	0.00	0.00		
39 Employees Totals	#	8	5	2	1	3	1	0	1		
	%	20.51	12.82	5.13	2.56	7.69	2.56	0.00	2.56		

Job Group Analysis

4LE-2

Protective Service-Sworn-Law Enfr-Mid Level

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000302 - Police Detective	#	9	23	4	2	2	1	0	0		
86 Employees	%	10.47	26.74	4.65	2.33	2.33	1.16	0.00	0.00		
30000307 - Police Criminalist	#	2	4	2	0	0	0	0	0		
16 Employees	%	12.50	25.00	12.50	0.00	0.00	0.00	0.00	0.00		
30000298 - Police Sergeant	#	15	13	6	6	3	0	0	0		
118 Employees	%	12.71	11.02	5.08	5.08	2.54	0.00	0.00	0.00		
220 Employees	Totals	#	26	40	12	8	5	1	0	0	
		%	11.82	18.18	5.45	3.64	2.27	0.45	0.00	0.00	

Job Group Analysis

4LE-1

Protective Service-Sworn-Law Enfr-Entry

EEO Code: 4

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000297 - Police Officer	#	101	104	43	26	26	3	1	2		
677 Employees	%	14.92	15.36	6.35	3.84	3.84	0.44	0.15	0.30		
677 Employees Totals	#	101	104	43	26	26	3	1	2		
	%	14.92	15.36	6.35	3.84	3.84	0.44	0.15	0.30		

Job Group Analysis

5CI

Protective Service - Non-Sworn - Code Inspections

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000185 - Parking Code Enforcement Officer	#	5	19	1	2	0	1	0	1		
43 Employees	%	11.63	44.19	2.33	4.65	0.00	2.33	0.00	2.33		
30001158 - Parking Code Enfrcmnt Ofcr-Abandnd Auto	#	2	2	0	2	0	0	0	0		
3 Employees	%	66.67	66.67	0.00	66.67	0.00	0.00	0.00	0.00		
46 Employees Totals	#	7	21	1	4	0	1	0	1		
	%	15.22	45.65	2.17	8.70	0.00	2.17	0.00	2.17		

Job Group Analysis

5EC

Protective Service - Non-Sworn - Emergency Communi

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000037 - Emerg Commun Dispatcher, Sr-Coach/Lead	#	2	12	0	0	1	0	0	1		
19 Employees	%	10.53	63.16	0.00	0.00	5.26	0.00	0.00	5.26		
30000034 - Emerg Commun Dispatcher, Sr	#	4	36	0	1	3	0	0	0		
51 Employees	%	7.84	70.59	0.00	1.96	5.88	0.00	0.00	0.00		
30000035 - Emerg Commun Police Dispatcher	#	1	6	0	0	1	0	0	0		
8 Employees	%	12.50	75.00	0.00	0.00	12.50	0.00	0.00	0.00		
30000038 - Emerg Commun Call Taker-Coach/Lead	#	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		
30000031 - Emerg Commun Call Taker	#	1	10	0	0	1	0	0	0		
12 Employees	%	8.33	83.33	0.00	0.00	8.33	0.00	0.00	0.00		
30000032 - Emerg Commun Dispatcher, Trainee	#	1	4	0	0	0	1	0	0		
10 Employees	%	10.00	40.00	0.00	0.00	0.00	10.00	0.00	0.00		
101 Employees	#	9	69	0	1	6	1	0	1		
Totals	%	8.91	68.32	0.00	0.99	5.94	0.99	0.00	0.99		

Job Group Analysis

5FI

Protective Service - Non-Sworn - Fire

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000400 - Hazardous Materials Coordinator	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

5GM

Protective Service - Non-Sworn - General Maintenance

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000638 - Parking Control Manager	#	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		
30000637 - Parking Enforcement Supervisor	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
3 Employees Totals	#	2	0	0	1	0	0	0	1		
	%	66.67	0.00	0.00	33.33	0.00	0.00	0.00	33.33		

Job Group Analysis

5LE

Protective Service - Non-Sworn - Law Enforcement

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000775 - Police Internal Affairs Investigator	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000645 - Security Supervisor	#	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		
8 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		

Job Group Analysis

5PR

Protective Service - Non-Sworn - Parks/Recreation

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000758 - Parks Security Manager	#	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		
30000757 - Park Ranger Supervisor	#	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		
30001709 - Park Ranger	#	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		
4 Employees	Totals	#	1	0	0	0	0	0	1		
		%	25.00	0.00	0.00	0.00	0.00	0.00	25.00		

Job Group Analysis

5WA

Protective Service - Non-Sworn - Water

EEO Code: 5

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000137 - Water Security Specialist, Lead	#	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		
30000138 - Water Security Specialist	#	3	3	0	2	1	0	0	0		
17 Employees	%	17.65	17.65	0.00	11.76	5.88	0.00	0.00	0.00		
19 Employees Totals	#	3	3	0	2	1	0	0	0		
	%	15.79	15.79	0.00	10.53	5.26	0.00	0.00	0.00		

Job Group Analysis

6AC

Administrative Support - Accounting

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000018 - Customer Accounts Specialist II	#	1	5	0	1	0	0	0	0		
8 Employees	%	12.50	62.50	0.00	12.50	0.00	0.00	0.00	0.00		
30000017 - Customer Accounts Specialist I	#	10	33	3	6	1	0	0	0		
44 Employees	%	22.73	75.00	6.82	13.64	2.27	0.00	0.00	0.00		
30000061 - Accounting Technician	#	2	5	1	1	0	0	0	0		
6 Employees	%	33.33	83.33	16.67	16.67	0.00	0.00	0.00	0.00		
58 Employees	Totals	#	13	43	4	8	1	0	0	0	
		%	22.41	74.14	6.90	13.79	1.72	0.00	0.00	0.00	

Job Group Analysis

6BT

Administrative Support - Building Trades

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000711 - Facilities Maint Dispatch/Scheduler	#	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		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6CI

Administrative Support - Code Inspections

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000193 - Revenue & Taxation Specialist III	#	2	5	0	1	0	1	0	0		
6 Employees	%	33.33	83.33	0.00	16.67	0.00	16.67	0.00	0.00		
30000192 - Revenue & Taxation Specialist II	#	2	6	1	0	1	0	0	0		
6 Employees	%	33.33	100.00	16.67	0.00	16.67	0.00	0.00	0.00		
30000191 - Revenue & Taxation Specialist I	#	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		
15 Employees	Totals	#	4	14	1	1	1	0	0		
		%	26.67	93.33	6.67	6.67	6.67	0.00	0.00		

Job Group Analysis

6CR

Administrative Support - Community Relations

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000502 - Neighborhood Office Supervisor	#	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		
30000491 - Community Outreach & Informtn Assistant	#	2	6	0	1	1	0	0	0		
7 Employees	%	28.57	85.71	0.00	14.29	14.29	0.00	0.00	0.00		
9 Employees Totals	#	2	6	0	1	1	0	0	0		
	%	22.22	66.67	0.00	11.11	11.11	0.00	0.00	0.00		

Job Group Analysis

6EC

Administrative Support - Emergency Communication

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000785 - Emerg Commun Supervisor	#	0	7	0	0	0	0	0	0		
11 Employees	%	0.00	63.64	0.00	0.00	0.00	0.00	0.00	0.00		
30000835 - Emerg Commun Support Specialist	#	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	#	0	8	0	0	0	0	0	0		
	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6EN

Administrative Support - Environmental

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000163 - Wastewater Operations Specialist	#	0	1	0	0	0	0	0	0		
5 Employees	%	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00		
5 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	20.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6EO

Administrative Support - Office Equipment Operatio

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000044 - Printing & Distrib Custmr Svc Rep, Lead	#	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		
30000043 - Printing & Distrib Customer Svc Rep	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals #	0	2	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

6ER

Administrative Support - Engineering Related

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000350 - Right of Way Agent III	#	0	2	0	0	0	0	0	0		
5 Employees	%	0.00	40.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000349 - Right of Way Agent 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		
30000348 - Right of Way Agent 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		
9 Employees	Totals	#	0	3	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6FI

Administrative Support - Fire

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000819 - EMS Specialist	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
3 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6GA

Administrative Support - General Administrative

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000437 - Administrative Supervisor II	#	1	6	1	0	0	0	0	0		
8 Employees	%	12.50	75.00	12.50	0.00	0.00	0.00	0.00	0.00		
30000435 - Executive Assistant, Director's	#	4	12	0	2	0	0	0	2		
13 Employees	%	30.77	92.31	0.00	15.38	0.00	0.00	0.00	15.38		
30000436 - Administrative Supervisor I	#	2	13	0	0	0	1	1	0		
16 Employees	%	12.50	81.25	0.00	0.00	0.00	6.25	6.25	0.00		
30000434 - Administrative Assistant	#	7	30	2	3	0	0	0	2		
30 Employees	%	23.33	100.00	6.67	10.00	0.00	0.00	0.00	6.67		
30000433 - Administrative Specialist, Sr	#	9	40	3	1	3	0	0	2		
45 Employees	%	20.00	88.89	6.67	2.22	6.67	0.00	0.00	4.44		
30001592 - Housing Administrative Specialist, Sr.	#	1	2	1	0	0	0	0	0		
3 Employees	%	33.33	66.67	33.33	0.00	0.00	0.00	0.00	0.00		
30000542 - Records Center Assistant	#	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		
30000403 - Remittance Technician	#	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		
118 Employees	Totals	#	24	105	7	6	3	1	1	6	
		%	20.34	88.98	5.93	5.08	2.54	0.85	0.85	5.08	

Job Group Analysis

6GM

Administrative Support - General Maintenance/Trade

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000188 - Parking Collection Technician	#	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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6HR

Administrative Support - Human Resources

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001858 - Human Resources System Specialist	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30000520 - Human Resources Technician	#	1	3	1	0	0	0	0	0		
4 Employees	%	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00		
9 Employees Totals	#	2	6	2	0	0	0	0	0		
	%	22.22	66.67	22.22	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6LE

Administrative Support - Law Enforcement

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000771 - Alarm Program Coord	#	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		
30000779 - Police Records Supervisor	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000770 - Home Security Specialist, Sr	#	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		
30000020 - Police Records Specialist	#	5	39	1	2	0	1	0	1		
53 Employees	%	9.43	73.58	1.89	3.77	0.00	1.89	0.00	1.89		
58 Employees	#	5	42	1	2	0	1	0	1		
Totals	%	8.62	72.41	1.72	3.45	0.00	1.72	0.00	1.72		

Job Group Analysis

6LL

Administrative Support - Legal

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000594 - Paralegal, Sr	#	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		
30000829 - Legal Assistant Supervisor	#	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		
30000592 - Legal Assistant, Sr	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
30000593 - Paralegal	#	1	6	1	0	0	0	0	0		
6 Employees	%	16.67	100.00	16.67	0.00	0.00	0.00	0.00	0.00		
30000591 - Legal Assistant	#	1	7	0	1	0	0	0	0		
7 Employees	%	14.29	100.00	0.00	14.29	0.00	0.00	0.00	0.00		
20 Employees	Totals	#	4	20	2	2	0	0	0		
		%	20.00	100.00	10.00	10.00	0.00	0.00	0.00		

Job Group Analysis

6OS

Administrative Support - Office Support

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000028 - Hearings Clerk	#	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		
30000013 - Office Support Specialist III	#	5	34	0	3	1	1	0	0		
36 Employees	%	13.89	94.44	0.00	8.33	2.78	2.78	0.00	0.00		
30000025 - Police Administrative Support Spec, Sr	#	1	14	1	0	0	0	0	0		
16 Employees	%	6.25	87.50	6.25	0.00	0.00	0.00	0.00	0.00		
30000014 - Office Support Specialist, Lead	#	2	2	1	0	0	0	0	1		
2 Employees	%	100.00	100.00	50.00	0.00	0.00	0.00	0.00	50.00		
30000030 - Service Dispatcher, Lead	#	1	1	1	0	0	0	0	0		
1 Employee	%	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00		
30001558 - Timekeeping Specialist	#	3	8	1	1	0	0	0	1		
9 Employees	%	33.33	88.89	11.11	11.11	0.00	0.00	0.00	11.11		
30000029 - Service Dispatcher	#	4	4	1	1	1	1	0	0		
9 Employees	%	44.44	44.44	11.11	11.11	11.11	11.11	0.00	0.00		
30000016 - Information & Referral Specialist	#	1	3	0	0	1	0	0	0		
5 Employees	%	20.00	60.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000828 - Records Specialist	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000024 - Police Administrative Support Specialist	#	5	21	2	0	3	0	0	0		
26 Employees	%	19.23	80.77	7.69	0.00	11.54	0.00	0.00	0.00		
30000012 - Office Support Specialist II	#	13	40	4	6	2	0	0	1		
50 Employees	%	26.00	80.00	8.00	12.00	4.00	0.00	0.00	2.00		
30000011 - Office Support Specialist I	#	1	2	1	0	0	0	0	0		
2 Employees	%	50.00	100.00	50.00	0.00	0.00	0.00	0.00	0.00		
30000022 - Police Desk Clerk	#	1	10	0	1	0	0	0	0		
12 Employees	%	8.33	83.33	0.00	8.33	0.00	0.00	0.00	0.00		
171 Employees	#	38	142	12	13	8	2	0	3		
Totals	%	22.22	83.04	7.02	7.60	4.68	1.17	0.00	1.75		

Job Group Analysis

6PM

Administrative Support - Program Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000545 - Archivist & Records Center Supervisor	#	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		
30000587 - Tax Supervisor	#	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		
30000543 - Records Management 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		
30001364 - Housing Loan Coordinator	#	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		
30001369 - Housing Loan Compliance Analyst II	#	1	1	0	1	0	0	0	0		
1 Employee	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00		
5 Employees	Totals #	1	3	0	1	0	0	0	0		
	%	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00		

Job Group Analysis

6RM

Administrative Support - Risk Management

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000066 - Claims Technician	#	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		
30000065 - Claims Technician, Assistant	#	1	1	0	0	0	1	0	0		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00		
3 Employees Totals	#	1	3	0	0	0	1	0	0		
	%	33.33	100.00	0.00	0.00	0.00	33.33	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		
30000051 - Evidence Control Specialist, Lead	#	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		
30000050 - Evidence Control Specialist	#	1	3	1	0	0	0	0	0		
8 Employees	%	12.50	37.50	12.50	0.00	0.00	0.00	0.00	0.00		
30000058 - Procurement Specialist, Assistant	#	2	3	1	1	0	0	0	0		
3 Employees	%	66.67	100.00	33.33	33.33	0.00	0.00	0.00	0.00		
13 Employees	Totals	#	3	7	2	1	0	0	0		
		%	23.08	53.85	15.38	7.69	0.00	0.00	0.00		

Job Group Analysis

6WA

Administrative Support - Water

EEO Code: 6

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000644 - Maintenance Planner/Scheduler	#	1	3	0	1	0	0	0	0		
10 Employees	%	10.00	30.00	0.00	10.00	0.00	0.00	0.00	0.00		
30000134 - Water Meter Reader 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		
30000133 - Water Meter Reader I	#	1	2	1	0	0	0	0	0		
12 Employees	%	8.33	16.67	8.33	0.00	0.00	0.00	0.00	0.00		
23 Employees	#	2	6	1	1	0	0	0	0		
Totals		8.70	26.09	4.35	4.35	0.00	0.00	0.00	0.00		

Job Group Analysis

7AM

Skilled Craft - Auto Maintenance

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000709 - Vehicle Maintenance Superintendent	#	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		
30000708 - Vehicle Maintenance Supervisor II	#	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		
30000707 - Vehicle Maintenance Supervisor I	#	1	0	0	0	0	1	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	0.00	20.00	0.00	0.00		
30000132 - Vehicle & Equipment Mechanic, Lead	#	1	0	0	0	1	0	0	0		
2 Employees	%	50.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00		
30000129 - Motorcycle Mechanic	#	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		
30000131 - Vehicle & Equipment Mechanic	#	13	0	7	2	2	1	1	0		
51 Employees	%	25.49	0.00	13.73	3.92	3.92	1.96	1.96	0.00		
62 Employees	Totals	#	15	0	7	2	3	2	1	0	
		%	24.19	0.00	11.29	3.23	4.84	3.23	1.61	0.00	

Job Group Analysis

7BI

Skilled Craft - Building Inspections

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000735 - Inspection Supervisor	#	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		
3 Employees	#	0	0	0	0	0	0	0	0		
	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Totals

Job Group Analysis

7BT

Skilled Craft - Building Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000714 - Facilities Maintenance Supervisor, Sr	#	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		
30000713 - Facilities Maintenance Supervisor	#	1	0	0	1	0	0	0	0		
2 Employees	%	50.00	0.00	0.00	50.00	0.00	0.00	0.00	0.00		
30000712 - Facilities Services Specialist	#	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		
30000072 - Facilities Maintenance Technician, Lead	#	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		
30000071 - Facilities Maintenance Technician	#	4	2	1	1	1	0	0	1		
19 Employees	%	21.05	10.53	5.26	5.26	5.26	0.00	0.00	5.26		
30000070 - Facilities Maintenance Tech Apprentice	#	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		
28 Employees	#	5	3	1	2	1	0	0	1		
Totals	%	17.86	10.71	3.57	7.14	3.57	0.00	0.00	3.57		

Job Group Analysis

7EN

Skilled Craft - Environmental

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000673 - Wastewater Treatment O&M Supervisor	#	3	0	1	2	0	0	0	0		
4 Employees	%	75.00	0.00	25.00	50.00	0.00	0.00	0.00	0.00		
30000157 - Industrial Maintenance Millwright	#	3	1	1	0	0	1	0	1		
27 Employees	%	11.11	3.70	3.70	0.00	0.00	3.70	0.00	3.70		
30000161 - Wastewater Operator II	#	7	5	4	1	1	0	1	0		
40 Employees	%	17.50	12.50	10.00	2.50	2.50	0.00	2.50	0.00		
71 Employees	Totals	#	13	6	6	3	1	1	1	1	
		%	18.31	8.45	8.45	4.23	1.41	1.41	1.41	1.41	

Job Group Analysis

7EO

Skilled Craft - Office Equipment Operation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000042 - Distribution Technician, Lead	#	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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7ER

Skilled Craft-Engineering Related

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000347 - Materials Quality Compliance Specialist	#	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	#	0	1	0	0	0	0	0	0		
Totals	%	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000635 - Electrical/Instrumentation Supervisor	#	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		
30000640 - Portland Streetcar Maintenance Manager	#	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		
30000631 - Public Works Supervisor, Sr	#	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		
30001408 - Instrumentation & Security Systems Supvr	#	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		
30000119 - Electrician, Supervising	#	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		
30000634 - Electrical Supervisor	#	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		
30000117 - Electrician, Lead	#	0	1	0	0	0	0	0	0		
3 Employees	%	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00		
30000121 - Electrician/Instrument Technician	#	0	0	0	0	0	0	0	0		
6 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000630 - Public Works Supervisor II	#	6	3	1	2	2	0	0	1		
33 Employees	%	18.18	9.09	3.03	6.06	6.06	0.00	0.00	3.03		
30000643 - Portland Streetcar Maintenance Supvr	#	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		
30000116 - Electrician	#	4	2	0	1	1	1	0	1		
26 Employees	%	15.38	7.69	0.00	3.85	3.85	3.85	0.00	3.85		
30000115 - Industrial Painter, Lead	#	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		
30000100 - Parking Pay Station Technician, Lead	#	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		
30000120 - Electrician/Instrument Tech, Apprentice	#	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		
30000091 - Street Maintenance Crew Leader	#	2	0	1	1	0	0	0	0		
6 Employees	%	33.33	0.00	16.67	16.67	0.00	0.00	0.00	0.00		
30000125 - Auto Body Restorer	#	1	0	1	0	0	0	0	0		
3 Employees	%	33.33	0.00	33.33	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7GM

Skilled Craft - General Maintenance/Trades

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000126 - Industrial Machinist	#	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		
30000107 - Concrete Finisher	#	0	0	0	0	0	0	0	0		
15 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000110 - Carpenter	#	1	2	0	0	0	1	0	0		
16 Employees	%	6.25	12.50	0.00	0.00	0.00	6.25	0.00	0.00		
30000112 - Painter	#	1	0	0	1	0	0	0	0		
5 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000114 - Industrial Painter	#	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		
30000092 - Traffic Crew Leader	#	1	2	1	0	0	0	0	0		
7 Employees	%	14.29	28.57	14.29	0.00	0.00	0.00	0.00	0.00		
30000127 - General Mechanic	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000099 - Parking Pay Station Technician	#	2	2	2	0	0	0	0	0		
5 Employees	%	40.00	40.00	40.00	0.00	0.00	0.00	0.00	0.00		
30000098 - Maintenance Mechanic	#	1	2	0	0	1	0	0	0		
11 Employees	%	9.09	18.18	0.00	0.00	9.09	0.00	0.00	0.00		
30000090 - Asphalt Raker	#	4	0	2	2	0	0	0	0		
9 Employees	%	44.44	0.00	22.22	22.22	0.00	0.00	0.00	0.00		
30000073 - Maintenance Worker	#	2	0	0	1	1	0	0	0		
4 Employees	%	50.00	0.00	0.00	25.00	25.00	0.00	0.00	0.00		
170 Employees	Totals #	26	14	9	8	5	2	0	2		
	Totals %	15.29	8.24	5.29	4.71	2.94	1.18	0.00	1.18		

Job Group Analysis

7LE

Skilled Craft - Law Enforcement

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000769 - Home Security 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		
1 Employee	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

7PR

Skilled Craft - Parks/Recreation

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000766 - Raceway Maintenance Supervisor	#	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		
30001685 - Parks Maintenance Supervisor 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		
30000761 - Parks Turf & Irrigation Maint Supervisor	#	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		
30000759 - Parks Maintenance Supervisor	#	1	1	0	0	1	0	0	0		
6 Employees	%	16.67	16.67	0.00	0.00	16.67	0.00	0.00	0.00		
9 Employees	Totals	#	1	2	0	0	1	0	0		
		%	11.11	22.22	0.00	0.00	11.11	0.00	0.00		

Job Group Analysis

TWA

Skilled Craft - Water

EEO Code: 7

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000650 - Water Treatment Operations Supervisor	#	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		
30000652 - Water Maintenance Supervisor, Sr	#	1	0	0	1	0	0	0	0		
3 Employees	%	33.33	0.00	0.00	33.33	0.00	0.00	0.00	0.00		
30001081 - Watershed & Conduit Supvr	#	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		
30000148 - Water Treatment Operator, Lead	#	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		
30000154 - Operating Engineer III	#	2	1	0	0	0	1	0	1		
13 Employees	%	15.38	7.69	0.00	0.00	0.00	7.69	0.00	7.69		
30000147 - Water Treatment Operator II	#	0	2	0	0	0	0	0	0		
9 Employees	%	0.00	22.22	0.00	0.00	0.00	0.00	0.00	0.00		
30000143 - Water Meter Technician II	#	2	0	1	0	0	1	0	0		
7 Employees	%	28.57	0.00	14.29	0.00	0.00	14.29	0.00	0.00		
30001308 - Watershed Specialist III	#	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		
30000145 - Water Operations Mechanic	#	5	1	1	1	2	1	0	0		
25 Employees	%	20.00	4.00	4.00	4.00	8.00	4.00	0.00	0.00		
30000152 - Operating Engineer I	#	2	1	0	0	0	1	0	1		
3 Employees	%	66.67	33.33	0.00	0.00	0.00	33.33	0.00	33.33		
30000144 - Water Operations Mechanic, Apprentice	#	2	0	0	0	1	1	0	0		
10 Employees	%	20.00	0.00	0.00	0.00	10.00	10.00	0.00	0.00		
30000151 - Watershed Specialist II	#	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		
30000142 - Water Meter Technician I	#	3	1	0	0	1	2	0	0		
4 Employees	%	75.00	25.00	0.00	0.00	25.00	50.00	0.00	0.00		
30000149 - Watershed Specialist I	#	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		
84 Employees	#	17	6	2	2	4	7	0	2		
Totals	%	20.24	7.14	2.38	2.38	4.76	8.33	0.00	2.38		

Job Group Analysis

8AM

Service Maintenance - Auto Maintenance

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000096 - Auto Servicer	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
4 Employees	Totals	#	0	0	0	0	0	0	0		
		%	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8BO

Service Maintenance - Botanic

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30001334 - Horticultural Supervisor	#	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		
30000248 - High Climber	#	2	1	0	1	1	0	0	0		
7 Employees	%	28.57	14.29	0.00	14.29	14.29	0.00	0.00	0.00		
30000252 - Horticulturist	#	2	2	0	0	2	0	0	0		
24 Employees	%	8.33	8.33	0.00	0.00	8.33	0.00	0.00	0.00		
32 Employees	#	4	4	0	1	3	0	0	0		
Totals											
	%	12.50	12.50	0.00	3.13	9.38	0.00	0.00	0.00		

Job Group Analysis

8CR

Service Maintenance - Community Relations

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000352 - Transportation Demand Mgmt Spec II	#	0	3	0	0	0	0	0	0		
6 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000351 - Transportation Demand Mgmt Spec I	#	1	3	1	0	0	0	0	0		
5 Employees	%	20.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00		
30001183 - Transportation Demand Mgmt Assistant	#	1	2	0	0	1	0	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	33.33	0.00	0.00	0.00		
14 Employees	Totals	#	2	8	1	0	1	0	0		
		%	14.29	57.14	7.14	0.00	7.14	0.00	0.00		

Job Group Analysis

8EO

Service Maintenance - Office Equipment Operation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000049 - Reprographic Operator III	#	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		
30000048 - Reprographic Operator II	#	1	2	0	0	0	1	0	0		
3 Employees	%	33.33	66.67	0.00	0.00	0.00	33.33	0.00	0.00		
30000041 - Distribution Technician	#	1	0	0	0	0	1	0	0		
3 Employees	%	33.33	0.00	0.00	0.00	0.00	33.33	0.00	0.00		
30000047 - Reprographic Operator I	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
13 Employees	Totals	#	3	2	0	0	1	2	0	0	
		%	23.08	15.38	0.00	0.00	7.69	15.38	0.00	0.00	

Job Group Analysis

8ER

Service Maintenance - Engineering and Related

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000166 - Lighting & Signal Inspector	#	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		
30000346 - Materials Testing Technician III	#	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		
30000345 - Materials Testing Technician II	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
6 Employees	Totals	#	0	1	0	0	0	0	0		
		%	0.00	16.67	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000095 - Environmental Systems Crew Leader	#	0	0	0	0	0	0	0	0		
10 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000123 - Welder	#	0	0	0	0	0	0	0	0		
4 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30001808 - Collection System Video Inspector	#	1	0	0	1	0	0	0	0		
6 Employees	%	16.67	0.00	0.00	16.67	0.00	0.00	0.00	0.00		
30001809 - Collection System Investigator	#	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		
30000087 - Greenskeeper III	#	1	0	0	0	1	0	0	0		
5 Employees	%	20.00	0.00	0.00	0.00	20.00	0.00	0.00	0.00		
30000084 - Parks Maintenance Crew Leader	#	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		
30000105 - Construction Equipment Operator	#	3	2	0	1	0	2	0	0		
35 Employees	%	8.57	5.71	0.00	2.86	0.00	5.71	0.00	0.00		
30000103 - Automotive Equip Oper II: Street Sweeper	#	2	0	0	2	0	0	0	0		
10 Employees	%	20.00	0.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000104 - Automotive Equip Oper II: Tractor-Trailr	#	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		
30000102 - Automotive Equip Oper II: Sewer Vacuum	#	3	0	0	1	1	1	0	0		
9 Employees	%	33.33	0.00	0.00	11.11	11.11	11.11	0.00	0.00		
30000086 - Greenskeeper II	#	0	0	0	0	0	0	0	0		
5 Employees	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000078 - Water Utility Worker, Sr	#	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		
30000077 - Utility Worker II	#	36	16	9	17	4	5	0	1		
172 Employees	%	20.93	9.30	5.23	9.88	2.33	2.91	0.00	0.58		
30000081 - Parks Technician	#	6	7	0	1	3	1	0	1		
35 Employees	%	17.14	20.00	0.00	2.86	8.57	2.86	0.00	2.86		
30000101 - Automotive Equipment Oper I	#	13	6	2	6	2	3	0	0		
60 Employees	%	21.67	10.00	3.33	10.00	3.33	5.00	0.00	0.00		
30000080 - Turf Maintenance Technician	#	2	2	1	1	0	0	0	0		
15 Employees	%	13.33	13.33	6.67	6.67	0.00	0.00	0.00	0.00		

Job Group Analysis

8GM

Service Maintenance - General Maintenance/Trades

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000085 - Greenskeeper I	#	1	0	0	0	1	0	0	0		
14 Employees	%	7.14	0.00	0.00	0.00	7.14	0.00	0.00	0.00		
30000083 - Stable Attendant	#	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		
30000076 - Utility Worker I	#	8	5	2	5	0	1	0	0		
29 Employees	%	27.59	17.24	6.90	17.24	0.00	3.45	0.00	0.00		
420 Employees	#	76	39	14	35	12	13	0	2		
Totals	%	18.10	9.29	3.33	8.33	2.86	3.10	0.00	0.48		

Job Group Analysis

8LE

Service Maintenance - Law Enforcement

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000306 - Police Photographic Reproduction Spec	#	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	#	0	0	0	0	0	0	0	0		
Totals	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000750 - Music Programs Supervisor	#	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		
30000753 - Aquatic Program Supervisor	#	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		
30000754 - Senior Recreation Program Supervisor	#	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		
30000768 - Natural Areas Supervisor	#	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		
30000928 - Sports Management Supervisor	#	1	0	0	1	0	0	0	0		
1 Employee	%	100.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00		
30000764 - Golf Course Superintendent	#	0	1	0	0	0	0	0	0		
4 Employees	%	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000745 - Recreation Supervisor II	#	0	3	0	0	0	0	0	0		
5 Employees	%	0.00	60.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000749 - Arts Programs Supervisor	#	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		
30001029 - Therapeutic Rec & Inclusion Supervisor	#	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		
30001030 - SUN Community Schools Rec Supervisor	#	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		
30000744 - Recreation Supervisor I	#	1	2	0	1	0	0	0	0		
5 Employees	%	20.00	40.00	0.00	20.00	0.00	0.00	0.00	0.00		
30000284 - Recreation Coord II-Aquatics	#	0	2	0	0	0	0	0	0		
4 Employees	%	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00		
30000285 - Recreation Coord II-Comnty Music Center	#	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		
30000287 - Recreation Coord II-Public Events Permit	#	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		
30000288 - Recreation Coord II-Fitness	#	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		
30000289 - Recreation Coord II-Generalist	#	1	3	0	1	0	0	0	0		
3 Employees	%	33.33	100.00	0.00	33.33	0.00	0.00	0.00	0.00		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000290 - Recreation Coord II-Multnomah Art Center	#	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		
30000979 - Recreation Coord II-At-Risk Yth Outreach	#	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		
30000273 - Recreation Coord I-Disabled Citizens	#	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		
30000274 - Recreation Coord I-Environmental Educ	#	0	2	0	0	0	0	0	0		
3 Employees	%	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00		
30000280 - Recreation Coord I-Senior Recreation	#	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		
30000282 - Recreation Coord I-Tennis	#	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		
30001508 - Recreation Coord I-Urban Parks	#	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		
30000268 - Recreation Coord I-Aquatics	#	0	7	0	0	0	0	0	0		
9 Employees	%	0.00	77.78	0.00	0.00	0.00	0.00	0.00	0.00		
30000278 - Recreation Coord I-Multnomah Art Center	#	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		
30000275 - Recreation Coord I-Public Events Permit	#	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		
30000276 - Recreation Coord I-Generalist	#	9	19	0	6	1	1	0	1		
32 Employees	%	28.13	59.38	0.00	18.75	3.13	3.13	0.00	3.13		
30000269 - Recreation Coord I-At-Risk Yth Outreach	#	3	3	0	3	0	0	0	0		
4 Employees	%	75.00	75.00	0.00	75.00	0.00	0.00	0.00	0.00		
30000257 - Recreation Leader-FT-Comnty Music Center	#	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		
30000259 - Recreation Leader-FT-Disabled Citizens	#	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		
30000261 - Recreation Leader-FT-Generalist	#	1	1	0	0	0	0	0	1		
1 Employee	%	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00		
30000263 - Recreation Leader-FT-Pottery	#	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		

Job Group Analysis

8PR

Service Maintenance - Parks/Recreation

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000266 - Recreation Leader-FT-Senior Recreation	#	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		
30000262 - Recreation Leader-FT-Pre-School	#	1	4	1	0	0	0	0	0		
4 Employees	%	25.00	100.00	25.00	0.00	0.00	0.00	0.00	0.00		
30000256 - Recreation Leader-FT-Aquatics	#	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		
30000258 - Recreation Leader-FT-Custmr Svc Ctr Rep	#	2	3	0	2	0	0	0	0		
6 Employees	%	33.33	50.00	0.00	33.33	0.00	0.00	0.00	0.00		
30000267 - Recreation Leader-FT-Tennis	#	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		
110 Employees	Totals	#	19	67	1	14	1	1	0	2	
		%	17.27	60.91	0.91	12.73	0.91	0.91	0.00	1.82	

Job Group Analysis

8WA

Service Maintenance - Water

EEO Code: 8

Job Code & Title		Min	Fem	Asi	Blk	His	Ind	Pac	Two		
30000136 - Water Service Inspector II	#	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		
30000135 - Water Service Inspector I	#	0	1	0	0	0	0	0	0		
7 Employees	%	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00		
8 Employees Totals	#	0	1	0	0	0	0	0	0		
	%	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00		

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Availability Analysis

In accordance with 41 C.F.R. 60-2.14

The availability analysis is a part of the Incumbency vs. Estimated Availability Analysis the final diagnostic component of this AAP. The purpose of the availability analysis is to establish a benchmark against which the demographic composition of City's workforce may be compared to determine whether barriers to equal employment opportunity may exist within particular job groups.

Pursuant to applicable regulations, the availability analysis for each job group examines two potential areas of availability: individuals with the requisite skills outside the establishment (external availability) and those within the establishment who are promotable, transferable and/or trainable (internal availability). In determining availability, we have selected our reasonable recruitment area and our pool of promotable, transferable, and trainable employees in such a way as not to exclude qualified minorities and women. Moreover, when determining external availability we have used as our source of data the most current and discrete statistical information available. For this availability analysis, we have used the 2000 census data. Finally, where a job group is composed of different job titles that carry different availability rates, we calculated a composite availability figure. We arrived at the composite availability figure by determining the proportion of the job group incumbents employed in each job title, weighting the availability for each job title by the proportion of incumbents employed in that title, and adding together the weighted availability estimates.

A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1AC Officials/Admin Accounting

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1AC Officials/Admin Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1AC*

This pool of feeder positions for job group 1AC Officials/Admin Accounting was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1AM Officials/Admin Auto Maintenance

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1AM Officials/Admin Auto Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 1AM

This pool of feeder positions for job group 1AM Officials/Admin Auto Maintenance was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1BI Officials/Admin Building Inspections

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1BI Officials/Admin Building Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 1CI

This pool of feeder positions for job group 1BI Officials/Admin Building Inspections was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1BO Officials/Admin Botanic

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1BO Officials/Admin Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2BO

This pool of feeder positions for job group 1BO Officials/Admin Botanic was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1BT Officials/Admin Building Trades

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1BT Officials/Admin Building Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations-There are no feeder positions for this job group.

1CI Officials/Admin Code Inspections

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1CI Officials/Admin Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1CR Officials/Admin Community Relations

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1CR Officials/Admin Community Relations. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2CR*

This pool of feeder positions for job group 1CR Officials/Admin Community Relations was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1DR Officials/Admin Directors

Factor 1: *United States*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1DR Officials/Admin Directors. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1HR, 4FI4,4LE4*

This pool of feeder positions for job group 1DR Officials/Admin Directors was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1EC Officials/Admin Emergency Communication

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EC Officials/Admin Emergency Communication. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2EC*

This pool of feeder positions for job group 1EC Officials/Admin Emergency Communication was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1EN Officials/Admin Environmental

Factor 1: *NW Pacific Region*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EN Officials/Admin Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 3EN*

This pool of feeder positions for job group 1EN Officials/Admin Environmental was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1EO Officials/Admin Office Equipment Operation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1EO Officials/Admin Office Equipment Operation.

This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1ER Officials/Admin Engineering & Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1ER Officials/Admin Engineering & Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1ES Officials/Admin Exempt

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1ES Officials/Admin Exempt. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1FI Officials/Admin Fire

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1FI Officials/Admin Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 4FI-4*

This pool of feeder positions for job group 1FI Officials/Admin Fire was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1FL Officials/Admin Financial

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1FL Officials/Admin Financial. This area was chosen

based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 1AC

This pool of feeder positions for job group 1FL Officials/Admin Financial was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1GA Officials/Admin General Administrative

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1GA Officials/Admin General Administrative. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2GA

This pool of feeder positions for job group 1GA Officials/Admin General Administrative was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1GM Officials/Admin General Maintenance/Trades

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1GM Officials/Admin General Maintenance/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations-There are no feeder positions for this job group.

1HR Officials/Admin Human Resources

Factor 1: NW Pacific Region

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1HR Officials/Admin Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 2HR

This pool of feeder positions for job group 1HR Officials/Admin Human Resources was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1IT Officials/Admin Information Technology

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1IT Officials/Admin Information Technology. This area

was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 1GA*

This pool of feeder positions for job group 1IT Officials/Admin Information Technology was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

1LE Officials/Admin Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1LE Officials/Admin Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1LL Officials/Admin Legal

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1LL Officials/Admin Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1PL Officials/Admin Planning

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PL Officials/Admin Planning. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1PM Officials/Admin Program Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PM Officials/Admin Program Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1PR Officials/Admin Parks/Recreation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1PR Officials/Admin Parks/Recreation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1RM Officials/Admin Risk Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1RM Officials/Admin Risk Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1SP Officials/Admin Store & Purchases

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1SP Officials/Admin Store & Purchases. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

1WA Officials/Admin Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 1WA Officials/Admin Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* There are no feeder positions for this job group.

2AC Professionals Accounting

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2AC Professionals Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6AC*

This pool of feeder positions for job group 2AC Professionals Accounting was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2BO Professionals Botanic

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2BO Professionals Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2CR Professionals Community Relations

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2CR Professionals Community Relations. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2EC Professionals Emergency Communication

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2EC Professionals Emergency Communication. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2EN Professionals Environmental

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2EN Professionals Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2ER Professionals Engineering & Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2ER Professionals Engineering & Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2FI Professionals Fire

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2FI Professionals Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2FL Professionals Financial

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2FL Professionals Financial. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 2AC*

This pool of feeder positions for job group 2FL Professionals Financial was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2GA Professionals General Administrative

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2GA Professionals General Administrative. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2GM Professionals General Maintenance/Trades

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2GM Professionals General Maintenance/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* –There are no feeder positions for this job group.

2HR Professionals Human Resources

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2HR Professionals Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations 6HR*

This pool of feeder positions for job group 2HR Professionals Human Resources was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

2IT Professionals Information Technology

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2IT Professionals Information Technology. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2LE Professionals Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2LE Professionals Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2LL Professionals Legal

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2LL Professionals Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2OS Professionals Office Support

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2OS Professionals Office Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2PL Professionals Planning

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PL Professionals Planning. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2PM Professionals Program Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PM Professionals Program Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2PR Professionals Parks/Recreation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2PR Professionals Parks/Recreation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2RM Professionals Risk Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2RM Professionals Risk Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2VI Professionals Video

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2VI Professionals Video. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

2WA Professionals Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 2WA Professionals Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3BO Technicians Botanic

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3BO Technicians Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3EL Technicians Electronics

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3EL Technicians Electronics. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3EN Technicians Environmental

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3EN Technicians Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3ER Technicians Engineering & Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3ER Technicians Engineering & Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3IT Technicians Information Technology

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3IT Technicians Information Technology. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*- There are no feeder positions for this job group.

3LB Technicians Laboratory

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3LB Technicians Laboratory. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3LE Technicians Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3LE Technicians Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3PM Technicians Program Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3PM Technicians Program Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3RM Technicians Risk Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3RM Technicians Risk Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

3VI Technicians Video

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 3VI Technicians Video. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

4FI-4 Protective Service-Sworn-Fire-Executive

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-4 Protective Service-Sworn-Fire-Executive. This

area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4FI-3

This pool of feeder positions for job group 4FI-4 Protective Service-Sworn-Fire-Executive was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-3 Protective Service-Sworn-Fire-Senior Level

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-3 Protective Service-Sworn-Fire-Senior Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4FI-2

This pool of feeder positions for job group 4FI-3 Protective Service-Sworn-Fire-Senior Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-2 Protective Service-Sworn-Fire-Mid Level

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-2 Protective Service-Sworn-Fire-Mid Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4FI-1

This pool of feeder positions for job group 4FI-2 Protective Service-Sworn-Fire-Mid Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4FI-1 Protective Service-Sworn-Fire-Entry

Factor 1: NW Pacific Region

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4FI-1 Protective Service-Sworn-Fire-Entry. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations-There are no feeder positions for this job group.

4LE-4 Protective Service-Sworn-Law Enfr-Executive

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-4 Protective Service-Sworn-Law Enfr-Executive.

This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4LE-3

This pool of feeder positions for job group 4LE-4 Protective Service-Sworn-Law Enfr-Executive was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-3 Protective Service-Sworn-Law Enfr-Senior Level

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-3 Protective Service-Sworn-Law Enfr-Senior Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4LE-2

This pool of feeder positions for job group 4LE-3 Protective Service-Sworn-Law Enfr-Senior Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-2 Protective Service-Sworn-Law Enfr-Mid Level

Factor 1: Portland-Vancouver-Salem, OR-WA PMSA

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-2 Protective Service-Sworn-Law Enfr-Mid Level. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations 4LE-1

This pool of feeder positions for job group 4LE-2 Protective Service-Sworn-Law Enfr-Mid Level was chosen based on reasonable paths of progression within the City and includes all promotable, transferable, and trainable employees. This pool reflects current practices and was defined in such a way as not to have the effect of excluding minorities or women.

4LE-1 Protective Service-Sworn-Law Enfr-Entry

Factor 1: NW Pacific Region

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 4LE-1 Protective Service-Sworn-Law Enfr-Entry. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: Feeder Job Computations-There are no feeder positions for this job group.

5CI Protective Service-Non-Sworn Code Inspections

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5CI Protective Service Non-Sworn Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5EC Protective Service-Non-Sworn Emergency Communication

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5EC Protective Service Non-Sworn Emergency Communication. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5FI Protective Service-Non-Sworn Fire

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5FI Protective Service-Non-Sworn-Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5GM Protective Service-Non-Sworn-General Maintenance

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5GM Protective Service-Non-Sworn-General Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5LE Protective Service-Non-Sworn-Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5LE Protective Service-Non-Sworn-Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5PR Protective Service-Non-Sworn-Parks/Recreation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5PR Protective Service-Non-Sworn-Parks/Recreation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

5WA Protective Service-Non-Sworn-Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 5WA Protective Service-Non-Sworn-Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6AC Administrative Support Accounting

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6AC Administrative Support Accounting. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6BT Administrative Support Building Trades

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6BT Administrative Support Building Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6CI Administrative Support Code Inspections

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6CI Administrative Support Code Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6CR Administrative Support Community Relations

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6CR Administrative Support Community Relations.

This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6EC Administrative Support Emergency Communication

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EC Administrative Support Emergency

Communication. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6EN Administrative Support Environmental

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EN Administrative Support Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6EO Administrative Support Office Equipment Operation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6EO Administrative Support Office Equipment

Operation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6ER Administrative Support Engineering Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6ER Administrative Support Engineering Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6FI Administrative Support Fire

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6FI Administrative Support Fire. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6GA Administrative Support General Administrative

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6GA Administrative Support General Administrative. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6GM Administrative Support General Maintenance/Trade

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6GM Administrative Support General Maintenance/Trade. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6HR Administrative Support Human Resources

Factor 1: *Portland-Vancouver-Salem, OR-WAPMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6HR Administrative Support Human Resources. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6LE Administrative Support Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6LE Administrative Support Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* There are no feeder positions for this job group.

6LL Administrative Support Legal

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6LL Administrative Support Legal. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6OS Administrative Support Office Support

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6OS Administrative Support Office Support. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6PM Administrative Support Program Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6PM Administrative Support Program Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6RM Administrative Support Risk Management

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6RM Administrative Support Risk Management. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6SP Administrative Support Store & Purchases

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6SP Administrative Support Store & Purchases. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

6WA Administrative Support Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 6WA Administrative Support Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations* There are no feeder positions for this job group.

7AM Skilled Craft Auto Maintenance

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7AM Skilled Craft Auto Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7BI Skilled Craft Building Inspections

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7BI Skilled Craft Building Inspections. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7BT Skilled Craft Building Trades

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7BT Skilled Craft Building Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7EN Skilled Craft Environmental

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7EN Skilled Craft Environmental. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7EO Skilled Craft Office Equipment Operation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7EO Skilled Craft Office Equipment Operation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7ER Skilled Craft-Engineering Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7ER Skilled Craft-Engineering Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7GM Skilled Craft-General Maintenance/Trades

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7GM Skilled Craft-General Maintenance/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7LE Skilled Craft-Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7LE Skilled Craft-Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7PR Skilled Craft-Parks/Recreation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7PR Skilled Craft-Parks/Recreation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

7WA Skilled Craft-Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 7WA Skilled Craft-Water. This area was chosen based

on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8AM Service Maintenance-Auto Maintenance

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8AM Service Maintenance-Auto Maintenance. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8BO Service Maintenance-Botanic

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8BO Service Maintenance-Botanic. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8CR Service Maintenance-Community Relations

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8CR Service Maintenance-Community Relations. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8EO Service Maintenance-Office Equipment Operation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8EO Service Maintenance-Office Equipment Operation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8ER Service Maintenance-Engineering and Related

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8ER Service Maintenance-Engineering and Related. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8GM Service Maintenance-General Maintenance/Trades

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8GM Service Maintenance-General Maintenance/Trades. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8LE Service Maintenance-Law Enforcement

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8LE Service Maintenance-Law Enforcement. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8PR Service Maintenance-Parks/Recreation

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8PR Service Maintenance-Parks/Recreation. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

8WA Service Maintenance-Water

Factor 1: *Portland-Vancouver-Salem, OR-WA PMSA*

This is the geographical area from which the City usually seeks or reasonably would seek workers to fill positions in job group 8WA Service Maintenance-Water. This area was chosen based on current practices and was drawn in such a way as not to have the effect of excluding minorities or women.

Factor 2: *Feeder Job Computations*-There are no feeder positions for this job group.

Availability Factor Computation

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Availability Factor Computation Form

1AC - Officials/Admin - Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	8.62	35.11	3.14	0.84	2.99	0.83	0.10	0.72			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	7.76	31.60	2.83	0.76	2.69	0.75	0.09	0.65			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	7.76	36.60	2.83	0.76	2.69	0.75	0.09	0.65			

Availability Factor Computation Form

1AM - Officials/Admin - Auto Maintenance

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	50.00	Raw Statistics	7.94	45.12	1.69	0.82	3.67	1.21	0.24	0.29			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	3.97	22.56	0.84	0.41	1.84	0.60	0.12	0.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	50.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	3.97	22.56	0.85	0.41	1.84	0.61	0.12	0.15			

Availability Factor Computation Form

1BI - Officials/Admin - Building Inspections

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	4.58	15.48	1.57	0.42	1.57	1.00	0.00	0.02			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	4.12	13.93	1.41	0.38	1.41	0.90	0.00	0.02			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	33.33	33.33	0.00	0.00	0.00	0.00	0.00	33.33			Feeder Job Computations
		Weighted Factor	3.33	3.33	0.00	0.00	0.00	0.00	0.00	3.33			
		Availability	7.45	17.26	1.41	0.38	1.41	0.90	0.00	3.35			

Availability Factor Computation Form

1BO - Officials/Admin - Botanic

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	5.56	41.94	0.00	0.00	5.56	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	5.00	37.75	0.00	0.00	5.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	5.00	30.00	5.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.50	3.00	0.50	0.00	0.00	0.00	0.00	0.00			
		Availability	5.50	40.75	0.50	0.00	5.00	0.00	0.00	0.00			

Availability Factor Computation Form

1BT - Officials/Admin - Building Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.30	11.84	1.56	0.54	2.59	1.14	0.19	0.28			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	6.30	11.84	1.56	0.54	2.59	1.14	0.19	0.28			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	6.30	11.84	1.56	0.54	2.59	1.14	0.19	0.28			

Availability Factor Computation Form

1CI - Officials/Admin - Code Inspections

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.96	50.45	5.64	1.49	2.42	2.89	0.00	0.52			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.96	50.45	5.64	1.49	2.42	2.89	0.00	0.52			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.96	50.45	5.64	1.49	2.42	2.89	0.00	0.52			

Availability Factor Computation Form

1CR - Officials/Admin - Community Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	7.05	51.79	3.94	0.62	1.52	0.63	0.00	0.33			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	6.34	46.61	3.55	0.56	1.37	0.57	0.00	0.30			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	50.00	50.00	0.00	0.00	0.00	0.00	0.00	50.00			Feeder Job Computations
		Weighted Factor	5.00	5.00	0.00	0.00	0.00	0.00	0.00	5.00			
		Availability	11.35	51.61	3.55	0.56	1.37	0.57	0.00	5.30			

Availability Factor Computation Form

1DR - Officials/Admin - Directors

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	11.43	20.71	4.01	2.79	3.46	0.59	0.05	0.53			United States
		Weighted Factor	10.29	18.64	3.61	2.51	3.11	0.53	0.04	0.48			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	16.67	0.00	0.00	0.00	0.00	0.00	16.67	0.00			Feeder Job Computations
		Weighted Factor	1.67	0.00	0.00	0.00	0.00	0.00	1.67	0.00			
		Availability	11.96	18.64	3.61	2.51	3.11	0.53	1.72	0.48			

Availability Factor Computation Form

1EC - Officials/Admin - Emergency Communication

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	8.69	28.59	2.93	0.92	2.80	1.33	0.10	0.64			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	7.82	25.73	2.64	0.83	2.52	1.20	0.09	0.58			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	10.00	10.00	0.00	10.00	0.00	0.00	0.00	0.00			
		Availability	17.82	35.73	2.64	10.83	2.52	1.20	0.09	0.58			

Availability Factor Computation Form

1EN - Officials/Admin - Environmental

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	14.31	25.95	11.26	0.46	1.92	0.45	0.01	0.20			NW Pacific Region
		Weighted Factor	12.88	23.36	10.13	0.41	1.73	0.40	0.01	0.18			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	100.00	100.00	0.00	0.00	0.00	0.00	0.00	100.00			Feeder Job Computations
		Weighted Factor	10.00	10.00	0.00	0.00	0.00	0.00	0.00	10.00			
		Availability	22.88	33.36	10.13	0.41	1.73	0.41	0.01	10.18			

Availability Factor Computation Form

1EO - Officials/Admin - Office Equipment Operation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.67	27.62	2.18	1.52	4.20	3.28	0.03	0.45			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.67	27.62	2.18	1.52	4.20	3.28	0.03	0.45			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.67	27.62	2.18	1.52	4.20	3.28	0.03	0.45			

Availability Factor Computation Form

1ER - Officials/Admin - Engineering & Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40			

Availability Factor Computation Form

1ES - Officials/Admin - Exempt

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78			

Availability Factor Computation Form

1FI - Officials/Admin - Fire

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.00	Raw Statistics	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	100.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			

Availability Factor Computation Form

1FL - Officials/Admin - Financial

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	36.40	Raw Statistics	10.18	26.16	8.92	0.08	1.04	0.09	0.01	0.05			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	3.71	9.52	3.25	0.03	0.38	0.03	0.00	0.02			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	63.60	Raw Statistics	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	42.40	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02			

Availability Factor Computation Form

1GA - Officials/Admin - General Administrative

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	80.00	Raw Statistics	9.53	37.32	3.02	0.96	2.72	2.05	0.08	0.67			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	7.62	29.86	2.42	0.77	2.18	1.64	0.06	0.54			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	20.00	Raw Statistics	0.00	88.89	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	17.78	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	7.62	47.64	2.42	0.77	2.18	1.64	0.06	0.54			

Availability Factor Computation Form

1GM - Officials/Admin - General Maintenance/Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63			

Availability Factor Computation Form

1HR - Officials/Admin - Human Resources

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	70.00	Raw Statistics	19.44	54.46	4.24	3.78	8.29	1.67	0.44	1.02			NW Pacific Region
		Weighted Factor	13.61	38.12	2.97	2.65	5.80	1.17	0.31	0.71			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	30.00	Raw Statistics	60.00	60.00	5.00	30.00	10.00	5.00	0.00	10.00			Feeder Job Computations
		Weighted Factor	18.00	18.00	1.50	9.00	3.00	1.50	0.00	3.00			
		Availability	31.61	56.12	4.47	11.65	8.80	2.67	0.31	3.71			

Availability Factor Computation Form

1IT - Officials/Admin - Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	66.70	Raw Statistics	12.09	31.26	5.44	0.32	2.60	0.39	2.43	0.90			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.06	20.85	3.63	0.21	1.73	0.26	1.62	0.60			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	33.30	Raw Statistics	15.00	50.00	0.00	0.00	5.00	0.00	0.00	10.00			Feeder Job Computations
		Weighted Factor	5.00	16.65	0.00	0.00	1.66	0.00	0.00	3.33			
		Availability	13.06	37.50	3.63	0.21	3.40	0.26	1.62	3.93			

Availability Factor Computation Form

1LE - Officials/Admin - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.98	33.55	2.55	1.60	4.10	3.19	0.05	0.50			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.98	33.55	2.55	1.60	4.10	3.19	0.05	0.50			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.98	33.55	2.55	1.60	4.10	3.19	0.05	0.50			

Availability Factor Computation Form

1LL - Officials/Admin - Legal

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.30	29.05	1.81	1.81	4.86	4.45	0.00	0.36			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.30	29.05	1.81	1.81	4.86	4.45	0.00	0.36			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.30	29.05	1.81	1.81	4.86	4.45	0.00	0.36			

Availability Factor Computation Form

1PL - Officials/Admin - Planning

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50			

Availability Factor Computation Form

1PM - Officials/Admin - Program Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69			

Availability Factor Computation Form

1PR - Officials/Admin - Parks/Recreation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.83	28.57	3.07	1.04	2.91	1.04	0.09	0.68			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.83	28.57	3.07	1.04	2.91	1.04	0.09	0.68			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.83	28.57	3.07	1.04	2.91	1.04	0.09	0.68			

Availability Factor Computation Form

1RM - Officials/Admin - Risk Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.88	62.37	2.98	1.43	2.99	2.82	0.31	0.35			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.88	62.37	2.98	1.43	2.99	2.82	0.31	0.35			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.88	62.37	2.98	1.43	2.99	2.82	0.31	0.35			

Availability Factor Computation Form

1SP - Officials/Admin - Store & Purchases

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	7.79	54.66	1.20	0.81	3.91	1.41	0.33	0.14			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	7.79	54.66	1.20	0.81	3.91	1.41	0.33	0.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	7.79	54.66	1.20	0.81	3.91	1.41	0.33	0.14			

Availability Factor Computation Form

1WA - Officials/Admin - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.04	31.39	4.95	0.38	2.99	0.43	0.06	0.25			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.04	31.39	4.95	0.38	2.99	0.43	0.06	0.25			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.04	31.39	4.95	0.38	2.99	0.43	0.06	0.25			

Availability Factor Computation Form

2AC - Professionals - Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	28.60	Raw Statistics	10.75	60.10	5.50	1.25	2.32	1.16	0.08	0.44			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	3.07	17.19	1.57	0.36	0.66	0.33	0.02	0.13			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	71.40	Raw Statistics	12.50	62.50	0.00	12.50	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	8.92	44.62	0.00	8.92	0.00	0.00	0.00	0.00			
		Availability	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13			

Availability Factor Computation Form

2BO - Professionals - Botanic

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.30	22.06	2.26	0.00	0.90	1.13	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	4.30	22.06	2.26	0.00	0.90	1.13	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	4.30	22.06	2.26	0.00	0.90	1.13	0.00	0.00			

Availability Factor Computation Form

2CR - Professionals - Community Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02			

Availability Factor Computation Form

2EC - Professionals - Emergency Communication

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			

Availability Factor Computation Form

2EN - Professionals - Environmental

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	4.75	22.82	2.61	0.00	1.01	1.07	0.01	0.03			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	4.75	22.82	2.61	0.00	1.01	1.07	0.01	0.03			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	4.75	22.82	2.61	0.00	1.01	1.07	0.01	0.03			

Availability Factor Computation Form

2ER - Professionals - Engineering & Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04			

Availability Factor Computation Form

2FI - Professionals - Fire

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			

Availability Factor Computation Form

2FL - Professionals - Financial

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	90.00	Raw Statistics	5.27	26.51	3.19	0.00	0.00	2.08	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	4.74	23.86	2.87	0.00	0.00	1.87	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	10.00	Raw Statistics	20.00	40.00	10.00	10.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	2.00	4.00	1.00	1.00	0.00	0.00	0.00	0.00			
		Availability	6.74	27.86	3.87	1.00	0.00	1.87	0.00	0.00			

Availability Factor Computation Form

2GA - Professionals - General Administrative

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59			

Availability Factor Computation Form

2GM - Professionals - General Maintenance/Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.43	61.78	1.76	1.63	4.88	0.89	0.00	0.29			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.43	61.78	1.76	1.63	4.88	0.89	0.00	0.29			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.43	61.78	1.76	1.63	4.88	0.89	0.00	0.29			

Availability Factor Computation Form

2HR - Professionals - Human Resources

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	62.50	Raw Statistics	15.61	69.28	3.45	3.21	5.47	1.98	0.47	1.03			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.76	43.30	2.16	2.01	3.42	1.24	0.29	0.64			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	37.50	Raw Statistics	25.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	9.38	28.12	9.38	0.00	0.00	0.00	0.00	0.00			
		Availability	19.14	71.43	11.54	2.01	3.42	1.24	0.29	0.64			

Availability Factor Computation Form

2IT - Professionals - Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78			

Availability Factor Computation Form

2LE - Professionals - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86			

Availability Factor Computation Form

2LL - Professionals - Legal

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.50	27.82	2.06	0.96	1.86	1.30	0.00	0.30			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	6.50	27.82	2.06	0.96	1.86	1.30	0.00	0.30			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	6.50	27.82	2.06	0.96	1.86	1.30	0.00	0.30			

Availability Factor Computation Form

2OS - Professionals - Office Support

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			

Availability Factor Computation Form

2PL - Professionals - Planning

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00			

Availability Factor Computation Form

2PM - Professionals - Program Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	0.00	60.65	0.00	0.00	0.00	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.00	60.65	0.00	0.00	0.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	0.00	60.65	0.00	0.00	0.00	0.00	0.00	0.00			

Availability Factor Computation Form

2PR - Professionals - Parks/Recreation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.84	16.15	0.72	0.00	2.54	10.59	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.84	16.15	0.72	0.00	2.54	10.59	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.84	16.15	0.72	0.00	2.54	10.59	0.00	0.00			

Availability Factor Computation Form

2RM - Professionals - Risk Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.88	91.39	3.88	1.08	1.64	1.41	0.25	0.60			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.88	91.39	3.88	1.08	1.64	1.41	0.25	0.60			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.88	91.39	3.88	1.08	1.64	1.41	0.25	0.60			

Availability Factor Computation Form

2VI - Professionals - Video

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00			

Availability Factor Computation Form

2WA - Professionals - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.55	54.88	2.09	0.84	0.00	0.00	2.09	6.52			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.55	54.88	2.09	0.84	0.00	0.00	2.09	6.52			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.55	54.88	2.09	0.84	0.00	0.00	2.09	6.52			

Availability Factor Computation Form

3BO - Technicians - Botanic

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			

Availability Factor Computation Form

3EL - Technicians - Electronics

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34			

Availability Factor Computation Form

3EN - Technicians - Environmental

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.33	55.18	8.12	0.87	6.48	3.33	1.06	1.48			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	21.33	55.18	8.12	0.87	6.48	3.33	1.06	1.48			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.33	55.18	8.12	0.87	6.48	3.33	1.06	1.48			

Availability Factor Computation Form

3ER - Technicians - Engineering & Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.29	18.03	7.19	1.00	4.11	1.91	0.83	1.24			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	16.29	18.03	7.19	1.00	4.11	1.91	0.83	1.24			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.29	18.03	7.19	1.00	4.11	1.91	0.83	1.24			

Availability Factor Computation Form

3IT - Technicians - Information Technology

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			

Availability Factor Computation Form

3LB - Technicians - Laboratory

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	27.67	54.61	2.91	0.00	14.56	10.19	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	27.67	54.61	2.91	0.00	14.56	10.19	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	27.67	54.61	2.91	0.00	14.56	10.19	0.00	0.00			

Availability Factor Computation Form

3LE - Technicians - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50			

Availability Factor Computation Form

3PM - Technicians - Program Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			

Availability Factor Computation Form

3RM - Technicians - Risk Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00			

Availability Factor Computation Form

3VI - Technicians - Video

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45			

Availability Factor Computation Form

4FI-4 - Portective Service-Sworn-Fire-Executive

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	4.81	2.21	0.00	0.00	0.00	3.69	0.00	1.12			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.48	0.22	0.00	0.00	0.00	0.37	0.00	0.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00			Feeder Job Computations
		Weighted Factor	17.14	8.57	6.43	4.28	4.28	2.14	0.00	0.00			
		Availability	17.63	8.79	6.43	4.28	4.28	2.51	0.00	0.11			

Availability Factor Computation Form

4FI-3 - Protective Service-Sworn-Fire-Senior Level

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	5.37	2.23	0.00	0.00	0.97	3.46	0.00	0.93			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.54	0.22	0.00	0.00	0.10	0.35	0.00	0.09			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	19.11	8.28	7.01	4.46	4.46	3.18	0.00	0.00			Feeder Job Computations
		Weighted Factor	17.20	7.45	6.31	4.01	4.01	2.86	0.00	0.00			
		Availability	17.74	7.67	6.31	4.01	4.11	3.21	0.00	0.09			

Availability Factor Computation Form

4FI-2 - Protective Service-Sworn-Fire-Mid Level

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	5.78	2.54	0.06	0.06	1.71	3.19	0.00	0.76			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.58	0.25	0.01	0.01	0.17	0.32	0.00	0.08			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	19.11	6.44	5.33	4.22	5.33	4.00	0.22	0.00			Feeder Job Computations
		Weighted Factor	17.20	5.80	4.80	3.80	4.80	3.60	0.20	0.00			
		Availability	17.78	6.05	4.81	3.81	4.97	3.92	0.20	0.08			

Availability Factor Computation Form

4FI-1 - Protective Service-Sworn-Fire-Entry

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66			NW Pacific Region
		Weighted Factor	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66			

Availability Factor Computation Form

4LE-4 - Protective Service-Sworn-Law Enfr-Executive

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	5.65	12.41	0.00	2.03	2.27	1.35	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.56	1.24	0.00	0.20	0.23	0.14	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	15.38	15.38	7.69	0.00	0.00	0.00	0.00	7.69			Feeder Job Computations
		Weighted Factor	13.84	13.84	6.92	0.00	0.00	0.00	0.00	6.92			
		Availability	14.41	15.08	6.92	0.20	0.23	0.14	0.00	6.92			

Availability Factor Computation Form

4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	5.65	12.41	0.00	2.03	2.27	1.35	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.56	1.24	0.00	0.20	0.23	0.14	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	11.82	18.18	5.45	3.64	2.27	0.45	0.00	0.00			Feeder Job Computations
		Weighted Factor	10.64	16.36	4.90	3.28	2.04	0.40	0.00	0.00			
		Availability	11.21	17.60	4.91	3.48	2.27	0.55	0.00	0.00			

Availability Factor Computation Form

4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	10.00	Raw Statistics	8.96	22.86	0.25	2.57	3.50	2.64	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	0.90	2.29	0.02	0.26	0.35	0.26	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	90.00	Raw Statistics	14.92	15.36	6.35	3.84	3.84	0.44	0.15	0.30			Feeder Job Computations
		Weighted Factor	13.43	13.82	5.72	3.46	3.46	0.40	0.14	0.27			
		Availability	14.33	16.11	5.75	3.72	3.81	0.66	0.14	0.27			

Availability Factor Computation Form

4LE-1 - Protective Service-Sworn-Law Enfr-Entry

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.79	13.54	2.48	3.57	7.50	1.94	0.32	0.97			NW Pacific Region
		Weighted Factor	16.79	13.54	2.48	3.57	7.50	1.94	0.32	0.97			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.79	13.54	2.48	3.57	7.50	1.94	0.32	0.97			

Availability Factor Computation Form

5CI - Protective Service - Non-Sworn - Code Inspections

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5EC - Protective Service - Non-Sworn - Emergency Communi

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5FI - Protective Service - Non-Sworn - Fire

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5GM - Protective Service - Non-Sworn - General Maintenance

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5LE - Protective Service - Non-Sworn - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5PR - Protective Service - Non-Sworn - Parks/Recreation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

5WA - Protective Service - Non-Sworn - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11			

Availability Factor Computation Form

6AC - Administrative Support - Accounting

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09			

Availability Factor Computation Form

6BT - Administrative Support - Building Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.63	55.38	1.65	2.93	2.53	1.46	0.15	0.92			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.63	55.38	1.65	2.93	2.53	1.46	0.15	0.92			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.63	55.38	1.65	2.93	2.53	1.46	0.15	0.92			

Availability Factor Computation Form

6CI - Administrative Support - Code Inspections

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			

Availability Factor Computation Form

6CR - Administrative Support - Community Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59			

Availability Factor Computation Form

6EC - Administrative Support - Emergency Communication

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.96	70.94	2.09	1.22	4.20	1.54	0.20	0.70			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.96	70.94	2.09	1.22	4.20	1.54	0.20	0.70			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.96	70.94	2.09	1.22	4.20	1.54	0.20	0.70			

Availability Factor Computation Form

6EN - Administrative Support - Environmental

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.75	45.16	9.18	4.43	1.63	2.44	0.60	1.49			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	19.75	45.16	9.18	4.43	1.63	2.44	0.60	1.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	19.75	45.16	9.18	4.43	1.63	2.44	0.60	1.49			

Availability Factor Computation Form

6EO - Administrative Support - Office Equipment Operatio

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09			

Availability Factor Computation Form

6ER - Administrative Support - Engineering Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76			

Availability Factor Computation Form

6FI - Administrative Support - Fire

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67			

Availability Factor Computation Form

6GA - Administrative Support - General Administrative

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53			

Availability Factor Computation Form

6GM - Administrative Support - General Maintenance/Trade

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.64	73.71	2.26	3.39	3.73	3.25	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.64	73.71	2.26	3.39	3.73	3.25	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.64	73.71	2.26	3.39	3.73	3.25	0.00	0.00			

Availability Factor Computation Form

6HR - Administrative Support - Human Resources

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.76	76.42	2.39	2.39	2.99	0.00	0.00	2.99			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.76	76.42	2.39	2.39	2.99	0.00	0.00	2.99			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.76	76.42	2.39	2.39	2.99	0.00	0.00	2.99			

Availability Factor Computation Form

6LE - Administrative Support - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	19.92	88.74	6.72	0.17	7.97	4.96	0.02	0.07			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	19.92	88.74	6.72	0.17	7.97	4.96	0.02	0.07			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	19.92	88.74	6.72	0.17	7.97	4.96	0.02	0.07			

Availability Factor Computation Form

6LL - Administrative Support - Legal

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.01	90.03	3.96	0.79	3.94	0.82	0.00	0.49			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.01	90.03	3.96	0.79	3.94	0.82	0.00	0.49			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.01	90.03	3.96	0.79	3.94	0.82	0.00	0.49			

Availability Factor Computation Form

6OS - Administrative Support - Office Support

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00			

Availability Factor Computation Form

6PM - Administrative Support - Program Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.36	76.03	4.25	0.95	4.57	1.45	0.08	1.06			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.36	76.03	4.25	0.95	4.57	1.45	0.08	1.06			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.36	76.03	4.25	0.95	4.57	1.45	0.08	1.06			

Availability Factor Computation Form

6RM - Administrative Support - Risk Management

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.80	87.21	3.81	3.72	3.71	0.89	0.00	1.68			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.80	87.21	3.81	3.72	3.71	0.89	0.00	1.68			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.80	87.21	3.81	3.72	3.71	0.89	0.00	1.68			

Availability Factor Computation Form

6SP - Administrative Support - Store & Purchases

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	10.74	71.46	2.38	1.57	4.66	1.65	0.05	0.43			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	10.74	71.46	2.38	1.57	4.66	1.65	0.05	0.43			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	10.74	71.46	2.38	1.57	4.66	1.65	0.05	0.43			

Availability Factor Computation Form

6WA - Administrative Support - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40			

Availability Factor Computation Form

7AM - Skilled Craft - Auto Maintenance

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	16.40	2.66	2.96	1.13	9.33	1.57	0.28	1.14			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	16.40	2.66	2.96	1.13	9.33	1.57	0.28	1.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	16.40	2.66	2.96	1.13	9.33	1.57	0.28	1.14			

Availability Factor Computation Form

7BI - Skilled Craft - Building Inspections

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.27	2.53	0.62	1.64	4.66	1.84	0.21	0.29			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.27	2.53	0.62	1.64	4.66	1.84	0.21	0.29			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.27	2.53	0.62	1.64	4.66	1.84	0.21	0.29			

Availability Factor Computation Form

7BT - Skilled Craft - Building Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.62	3.99	2.43	1.34	5.96	1.42	0.05	0.39			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.62	3.99	2.43	1.34	5.96	1.42	0.05	0.39			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.62	3.99	2.43	1.34	5.96	1.42	0.05	0.39			

Availability Factor Computation Form

7EN - Skilled Craft - Environmental

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	8.44	3.87	1.14	0.67	5.08	0.53	0.00	1.02			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	8.44	3.87	1.14	0.67	5.08	0.53	0.00	1.02			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	8.44	3.87	1.14	0.67	5.08	0.53	0.00	1.02			

Availability Factor Computation Form

7EO - Skilled Craft - Office Equipment Operation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.11	39.98	2.64	0.91	6.74	1.82	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.11	39.98	2.64	0.91	6.74	1.82	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.11	39.98	2.64	0.91	6.74	1.82	0.00	0.00			

Availability Factor Computation Form

7ER - Skilled Craft-Engineering Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	6.99	2.27	0.00	0.00	6.99	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	6.99	2.27	0.00	0.00	6.99	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	6.99	2.27	0.00	0.00	6.99	0.00	0.00	0.00			

Availability Factor Computation Form

7GM - Skilled Craft - General Maintenance/Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73			

Availability Factor Computation Form

7LE - Skilled Craft - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.86	4.69	5.86	0.00	0.00	0.00	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	5.86	4.69	5.86	0.00	0.00	0.00	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	5.86	4.69	5.86	0.00	0.00	0.00	0.00	0.00			

Availability Factor Computation Form

7PR - Skilled Craft - Parks/Recreation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	9.87	5.85	1.96	1.01	4.33	1.27	0.29	1.01			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	9.87	5.85	1.96	1.01	4.33	1.27	0.29	1.01			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	9.87	5.85	1.96	1.01	4.33	1.27	0.29	1.01			

Availability Factor Computation Form

7WA - Skilled Craft - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	11.27	5.13	2.75	1.05	5.34	1.66	0.10	0.40			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	11.27	5.13	2.75	1.05	5.34	1.66	0.10	0.40			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	11.27	5.13	2.75	1.05	5.34	1.66	0.10	0.40			

Availability Factor Computation Form

8AM - Service Maintenance - Auto Maintenance

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	21.06	13.71	1.47	2.59	11.33	4.55	0.00	1.14			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	21.06	13.71	1.47	2.59	11.33	4.55	0.00	1.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	21.06	13.71	1.47	2.59	11.33	4.55	0.00	1.14			

Availability Factor Computation Form

8BO - Service Maintenance - Botanic

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	45.54	9.58	2.34	1.12	39.09	1.89	0.41	0.70			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	45.54	9.58	2.34	1.12	39.09	1.89	0.41	0.70			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	45.54	9.58	2.34	1.12	39.09	1.89	0.41	0.70			

Availability Factor Computation Form

8CR - Service Maintenance - Community Relations

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	15.48	13.49	3.97	0.00	7.54	0.00	3.97	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	15.48	13.49	3.97	0.00	7.54	0.00	3.97	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	15.48	13.49	3.97	0.00	7.54	0.00	3.97	0.00			

Availability Factor Computation Form

8EO - Service Maintenance - Office Equipment Operation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	13.67	15.83	2.89	1.86	6.18	1.49	0.17	1.06			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	13.67	15.83	2.89	1.86	6.18	1.49	0.17	1.06			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	13.67	15.83	2.89	1.86	6.18	1.49	0.17	1.06			

Availability Factor Computation Form

8ER - Service Maintenance - Engineering and Related

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			

Availability Factor Computation Form

8GM - Service Maintenance - General Maintenance/Trades

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88			

Availability Factor Computation Form

8LE - Service Maintenance - Law Enforcement

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	5.48	55.25	1.34	0.53	2.54	1.07	0.00	0.00			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	5.48	55.25	1.34	0.53	2.54	1.07	0.00	0.00			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	5.48	55.25	1.34	0.53	2.54	1.07	0.00	0.00			

Availability Factor Computation Form

8PR - Service Maintenance - Parks/Recreation

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	14.27	64.32	0.38	5.30	4.19	2.84	0.00	1.56			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	14.27	64.32	0.38	5.30	4.19	2.84	0.00	1.56			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	14.27	64.32	0.38	5.30	4.19	2.84	0.00	1.56			

Availability Factor Computation Form

8WA - Service Maintenance - Water

Factor	Weight %		Min	Fem	Asi	Blk	His	Ind	Pac	Two			Source of Statistics
1: Percentage of minorities or women with requisite skills in the reasonable recruitment area.	100.00	Raw Statistics	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			Portland-Vancouver-Salem, OR-WA PMSA
		Weighted Factor	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			
2: Percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	Raw Statistics	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			Feeder Job Computations
		Weighted Factor	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00			
		Availability	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14			

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Comparison of Incumbency vs. Estimated Availability

In accordance with 41 C.F.R. 60-2.15

City of Portland has compared the representation of minorities and women in each job group with their representation among those identified in the availability analysis as available for employment in the job group. Where actual representation was less than the calculated availability, the City conducted a statistical test to determine whether the difference was greater than could reasonably be expected. Where the job group was of a sufficient size to analyze using the two standard deviation test, the City applied that methodology. Where the use of the two standard deviation test was not appropriate, the City used the exact binomial methodology. The comparison of availability with actual representation follows:

Incumbency vs. Estimated Availability

City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Incumbency vs. Estimated Availability

1AC		Officials/Admin - Accounting							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	7.76	36.60	2.83	0.76	2.69	0.75	0.09	0.65
	Statistical Value	0.785E		0.917E	0.977E	0.921E	0.978E	0.997E	0.981E
	Shortfall								
1AM		Officials/Admin - Auto Maintenance							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	3.97	22.56	0.85	0.41	1.84	0.61	0.12	0.15
	Statistical Value	0.886E	0.464E	0.975E	0.988E	0.946E	0.982E	0.996E	0.996E
	Shortfall								
1BI		Officials/Admin - Building Inspections							
Total Emp 76		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	13.16	15.79	1.32	6.58	5.26	0.00	0.00	0.00
	Availability %	7.45	17.26	1.41	0.38	1.41	0.90	0.00	3.35
	Statistical Value		0.339	0.070			0.831		1.623
	Shortfall		1						2
1BO		Officials/Admin - Botanic							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	5.50	40.75	0.50	0.00	5.00	0.00	0.00	0.00
	Statistical Value	0.636E	0.030E	0.961E		0.663E			
	Shortfall		3						
1BT		Officials/Admin - Building Trades							
Total Emp 10		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	10.00	30.00	10.00	0.00	0.00	0.00	0.00	0.00
	Availability %	6.30	11.84	1.56	0.54	2.59	1.14	0.19	0.28
	Statistical Value				0.947E	0.769E	0.892E	0.981E	0.972E
	Shortfall								
1CI		Officials/Admin - Code Inspections							
Total Emp 26		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.23	53.85	15.38	0.00	0.00	0.00	0.00	3.85
	Availability %	12.96	50.45	5.64	1.49	2.42	2.89	0.00	0.52
	Statistical Value				0.677E	0.529E	0.467E		
	Shortfall								

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Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Incumbency vs. Estimated Availability

1CR		Officials/Admin - Community Relations							
Total Emp 7	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	71.43	0.00	14.29	0.00	0.00	0.00	0.00
	Statistical Value	11.35	51.61	3.55	0.56	1.37	0.57	0.00	5.30
	Shortfall			0.776E		0.908E	0.961E		0.683E
1DR		Officials/Admin - Directors							
Total Emp 23	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	26.09	39.13	0.00	21.74	4.35	0.00	0.00	0.00
	Statistical Value	11.96	18.64	3.61	2.51	3.11	0.53	1.72	0.48
	Shortfall			0.429E			0.885E	0.671E	0.895E
1EC		Officials/Admin - Emergency Communication							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	75.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	17.82	35.73	2.64	10.83	2.52	1.20	0.09	0.58
	Shortfall	0.456E		0.899E	0.632E	0.903E	0.953E	0.996E	0.977E
1EN		Officials/Admin - Environmental							
Total Emp 32	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	12.50	40.63	3.13	3.13	3.13	3.13	0.00	0.00
	Statistical Value	22.88	33.36	10.13	0.41	1.73	0.41	0.01	10.18
	Shortfall	1.398		1.313				0.057	1.904
		3		2					3
1EO		Officials/Admin - Office Equipment Operation							
Total Emp 3	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	11.67	27.62	2.18	1.52	4.20	3.28	0.03	0.45
	Shortfall	0.689E	0.379E	0.936E	0.955E	0.879E	0.905E	0.999E	0.987E
1ER		Officials/Admin - Engineering & Related							
Total Emp 161	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	34.16	2.48	1.86	4.35	1.86	0.62	3.11
	Statistical Value	6.92	18.89	2.69	0.71	1.98	1.05	0.11	0.40
	Shortfall			0.161					

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Incumbency vs. Estimated Availability

1ES		Officials/Admin - Exempt							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	13.88	69.11	4.75	2.08	3.46	2.65	0.15	0.78
	Shortfall	0.742E	0.095E	0.907E	0.959E	0.932E	0.948E	0.997E	0.984E
1FI		Officials/Admin - Fire							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	25.00	0.00	12.50	0.00	0.00	0.00	0.00	12.50
	Statistical Value	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Shortfall								
1FL		Officials/Admin - Financial							
Total Emp 69	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	30.43	55.07	18.84	4.35	2.90	0.00	0.00	4.35
	Statistical Value	3.71	51.92	3.25	0.03	0.38	0.03	0.00	0.02
	Shortfall						0.144		
1GA		Officials/Admin - General Administrative							
Total Emp 128	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.31	64.06	7.81	4.69	2.34	0.78	0.00	4.69
	Statistical Value	7.62	47.64	2.42	0.77	2.18	1.64	0.06	0.54
	Shortfall						0.765	0.277	
1GM		Officials/Admin - General Maintenance/Trades							
Total Emp 10	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	30.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	8.42	24.75	2.92	0.94	2.89	0.94	0.10	0.63
	Shortfall	0.415E		0.744E	0.910E	0.746E	0.910E	0.990E	0.939E
1HR		Officials/Admin - Human Resources							
Total Emp 11	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	54.55	54.55	0.00	45.45	0.00	0.00	9.09	0.00
	Statistical Value	31.61	56.12	4.47	11.65	8.80	2.67	0.31	3.71
	Shortfall		0.573E	0.605E		0.363E	0.743E		0.660E

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Incumbency vs. Estimated Availability

1IT		Officials/Admin - Information Technology							
Total Emp 36		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.44	30.56	8.33	5.56	2.78	0.00	2.78	0.00
	Availability %	13.06	37.50	3.63	0.21	3.40	0.26	1.62	3.93
	Statistical Value		0.861			0.206	0.306		1.214
	Shortfall		2						1
1LE		Officials/Admin - Law Enforcement							
Total Emp 7		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.98	33.55	2.55	1.60	4.10	3.19	0.05	0.50
	Statistical Value	0.409E	0.259E	0.835E	0.893E	0.746E	0.797E	0.997E	0.966E
	Shortfall		1						
1LL		Officials/Admin - Legal							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.30	29.05	1.81	1.81	4.86	4.45	0.00	0.36
	Statistical Value	0.867E		0.982E	0.982E	0.951E	0.956E		0.996E
	Shortfall								
1PL		Officials/Admin - Planning							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	33.33	0.00	0.00	33.33	0.00	0.00	0.00
	Availability %	7.69	12.59	1.84	0.69	3.21	1.18	0.27	0.50
	Statistical Value			0.946E	0.979E		0.965E	0.992E	0.985E
	Shortfall								
1PM		Officials/Admin - Program Management							
Total Emp 164		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	21.95	60.37	4.88	6.71	5.49	1.83	0.00	3.05
	Availability %	11.86	55.35	4.01	1.65	3.32	2.07	0.14	0.69
	Statistical Value						0.217	0.480	
	Shortfall								
1PR		Officials/Admin - Parks/Recreation							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	58.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.83	28.57	3.07	1.04	2.91	1.04	0.09	0.68
	Statistical Value	0.330E		0.688E	0.882E	0.702E	0.882E	0.989E	0.921E
	Shortfall	1							

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Incumbency vs. Estimated Availability

1RM		Officials/Admin - Risk Management							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	15.38	76.92	7.69	7.69	0.00	0.00	0.00	0.00
	Statistical Value	10.88	62.37	2.98	1.43	2.99	2.82	0.31	0.35
	Shortfall					0.674E	0.689E	0.960E	0.955E
1SP		Officials/Admin - Store & Purchases							
Total Emp 49	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	48.98	0.00	10.20	2.04	2.04	0.00	0.00
	Statistical Value	7.79	54.66	1.20	0.81	3.91	1.41	0.33	0.14
	Shortfall		0.799	0.771		0.675		0.403	0.262
1WA		Officials/Admin - Water							
Total Emp 24	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	8.33	33.33	0.00	4.17	4.17	0.00	0.00	0.00
	Statistical Value	9.04	31.39	4.95	0.38	2.99	0.43	0.06	0.25
	Shortfall	0.629E		0.296E			0.902E	0.986E	0.942E
2AC		Professionals - Accounting							
Total Emp 64	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	39.06	60.94	23.44	7.81	4.69	0.00	0.00	3.13
	Statistical Value	12.00	61.82	1.57	9.29	0.66	0.33	0.02	0.13
	Shortfall		0.145		0.407		0.460	0.113	
2BO		Professionals - Botanic							
Total Emp 26	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	7.69	38.46	3.85	0.00	0.00	0.00	0.00	3.85
	Statistical Value	4.30	22.06	2.26	0.00	0.90	1.13	0.00	0.00
	Shortfall					0.791E	0.744E		
2CR		Professionals - Community Relations							
Total Emp 56	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	17.86	60.71	7.14	3.57	0.00	3.57	0.00	3.57
	Statistical Value	14.75	47.54	1.74	2.76	4.12	4.77	0.35	1.02
	Shortfall					1.551	0.421	0.443	

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Incumbency vs. Estimated Availability

2EC		Professionals - Emergency Communication							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00
	Availability %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
	Statistical Value			0.964E		0.938E			
	Shortfall								
2EN		Professionals - Environmental							
Total Emp 54		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.81	53.70	0.00	3.70	5.56	0.00	0.00	5.56
	Availability %	4.75	22.82	2.61	0.00	1.01	1.07	0.01	0.03
	Statistical Value			1.203			0.764	0.073	
	Shortfall			1					
2ER		Professionals - Engineering & Related							
Total Emp 189		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	17.46	29.63	12.70	1.59	1.59	1.06	0.00	0.53
	Availability %	9.14	10.20	3.96	2.01	1.81	0.33	0.00	1.04
	Statistical Value				0.414	0.230			0.692
	Shortfall								
2FI		Professionals - Fire							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
	Statistical Value	0.577E	0.011E	0.835E	0.970E	0.724E			
	Shortfall		3						
2FL		Professionals - Financial							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	6.74	27.86	3.87	1.00	0.00	1.87	0.00	0.00
	Statistical Value	0.756E	0.271E	0.854E	0.961E		0.927E		
	Shortfall		1						
2GA		Professionals - General Administrative							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	6.67	86.67	6.67	0.00	0.00	0.00	0.00	0.00
	Availability %	11.02	57.28	5.40	1.25	2.66	0.96	0.16	0.59
	Statistical Value	0.496E			0.828E	0.667E	0.865E	0.976E	0.915E
	Shortfall								

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Incumbency vs. Estimated Availability

2GM		Professionals - General Maintenance/Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	50.00	100.00	0.00	0.00	0.00	50.00	0.00	0.00
	Availability %	9.43	61.78	1.76	1.63	4.88	0.89	0.00	0.29
	Statistical Value			0.965E	0.968E	0.905E			0.994E
	Shortfall								
2HR		Professionals - Human Resources							
Total Emp 42		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	47.62	69.05	14.29	21.43	4.76	2.38	0.00	4.76
	Availability %	19.14	71.43	11.54	2.01	3.42	1.24	0.29	0.64
	Statistical Value		0.342					0.350	
	Shortfall								
2IT		Professionals - Information Technology							
Total Emp 205		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	27.80	38.54	16.10	4.88	3.90	0.49	0.49	1.95
	Availability %	12.71	36.31	5.27	1.78	3.82	0.97	0.08	0.78
	Statistical Value						0.704		
	Shortfall								
2LE		Professionals - Law Enforcement							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.70	56.52	0.00	4.35	0.00	0.00	0.00	4.35
	Availability %	12.15	54.95	3.03	3.08	3.82	1.02	0.33	0.86
	Statistical Value	0.458E		0.493E		0.408E	0.790E	0.927E	
	Shortfall								
2LL		Professionals - Legal							
Total Emp 35		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.29	42.86	5.71	0.00	2.86	0.00	2.86	2.86
	Availability %	6.50	27.82	2.06	0.96	1.86	1.30	0.00	0.30
	Statistical Value				0.582		0.679		
	Shortfall								
2OS		Professionals - Office Support							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	11.11	88.89	11.11	0.00	0.00	0.00	0.00	0.00
	Availability %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
	Statistical Value				0.946E	0.559E			
	Shortfall								

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Incumbency vs. Estimated Availability

2PL		Professionals - Planning							
Total Emp 84		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	11.90	50.00	5.95	1.19	2.38	2.38	0.00	0.00
	Availability %	13.42	33.66	4.55	5.09	3.79	0.00	0.00	0.00
	Statistical Value	0.407			1.626	0.676			
	Shortfall	1			3	1			
2PM		Professionals - Program Management							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	0.00	60.65	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value		0.632E						
	Shortfall								
2PR		Professionals - Parks/Recreation							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	13.84	16.15	0.72	0.00	2.54	10.59	0.00	0.00
	Statistical Value	0.862E	0.838E	0.993E		0.975E	0.894E		
	Shortfall								
2RM		Professionals - Risk Management							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.88	91.39	3.88	1.08	1.64	1.41	0.25	0.60
	Statistical Value	0.911E		0.961E	0.989E	0.984E	0.986E	0.998E	0.994E
	Shortfall								
2VI		Professionals - Video							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.41	64.97	3.55	0.61	6.25	0.00	0.00	0.00
	Statistical Value	0.896E	0.350E	0.964E	0.994E	0.938E			
	Shortfall								
2WA		Professionals - Water							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	11.55	54.88	2.09	0.84	0.00	0.00	2.09	6.52
	Statistical Value	0.884E	0.451E	0.979E	0.992E			0.979E	0.935E
	Shortfall								

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Incumbency vs. Estimated Availability

3BO		Technicians - Botanic							
Total Emp 5	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50
	Shortfall	0.300E	0.122E	0.656E	0.958E	0.715E	0.842E	0.948E	0.927E
3EL		Technicians - Electronics							
Total Emp 37	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	13.51	5.41	2.70	2.70	2.70	0.00	0.00	5.41
	Statistical Value	18.74	20.75	9.94	1.49	5.71	0.69	0.57	0.34
	Shortfall	0.815	2.302	1.471		0.788	0.507	0.461	
3EN		Technicians - Environmental							
Total Emp 43	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	6.98	34.88	0.00	2.33	0.00	0.00	2.33	2.33
	Statistical Value	21.33	55.18	8.12	0.87	6.48	3.33	1.06	1.48
	Shortfall	2.298	2.676	1.949		1.726	1.217		
3ER		Technicians - Engineering & Related							
Total Emp 160	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	17.50	25.63	8.75	3.75	0.63	1.25	1.25	1.88
	Statistical Value	16.29	18.03	7.19	1.00	4.11	1.91	0.83	1.24
	Shortfall					2.221	0.610		
3IT		Technicians - Information Technology							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45
	Shortfall	0.963E	0.861E		0.983E	0.984E			0.996E
3LB		Technicians - Laboratory							
Total Emp 21	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	9.52	61.90	0.00	0.00	9.52	0.00	0.00	0.00
	Statistical Value	27.67	54.61	2.91	0.00	14.56	10.19	0.00	0.00
	Shortfall	0.088E		0.538E		0.392E	0.105E		

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Incumbency vs. Estimated Availability

3LE		Technicians - Law Enforcement							
Total Emp 20		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	30.00	70.00	15.00	5.00	0.00	5.00	0.00	5.00
	Availability %	21.39	55.99	8.08	0.86	6.50	3.39	1.07	1.50
	Statistical Value					0.261E		0.806E	
	Shortfall					1			
3PM		Technicians - Program Management							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
	Statistical Value	0.912E		0.970E		0.963E	0.985E	0.994E	
	Shortfall								
3RM		Technicians - Risk Management							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	6.67	46.67	0.00	6.67	0.00	0.00	0.00	0.00
	Availability %	8.75	46.55	2.95	0.00	3.74	1.47	0.59	0.00
	Statistical Value	0.617E		0.638E		0.565E	0.801E	0.915E	
	Shortfall								
3VI		Technicians - Video							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	3.68	13.92	0.00	1.67	1.56	0.00	0.00	0.45
	Statistical Value	0.928E	0.741E		0.967E	0.969E			0.991E
	Shortfall								
4FI-4		Portective Service-Sworn-Fire-Executive							
Total Emp 17		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	17.63	8.79	6.43	4.28	4.28	2.51	0.00	0.11
	Statistical Value	0.074E	0.209E	0.323E	0.475E	0.475E	0.649E		0.981E
	Shortfall	2	1	1					
4FI-3		Protective Serivce-Sworn-Fire-Senior Level							
Total Emp 42		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.05	9.52	7.14	4.76	4.76	2.38	0.00	0.00
	Availability %	17.74	7.67	6.31	4.01	4.11	3.21	0.00	0.09
	Statistical Value						0.305		0.195
	Shortfall								

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Incumbency vs. Estimated Availability

4FI-2		Protective Service-Sworn-Fire-Mid Level							
Total Emp 157		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.11	8.28	7.01	4.46	4.46	3.18	0.00	0.00
	Availability %	17.78	6.05	4.81	3.81	4.97	3.92	0.20	0.08
	Statistical Value					0.295	0.475	0.561	0.355
	Shortfall						1		
4FI-1		Protective Service-Sworn-Fire-Entry							
Total Emp 450		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	19.11	6.44	5.33	4.22	5.33	4.00	0.22	0.00
	Availability %	15.19	6.09	1.64	2.18	6.60	4.02	0.07	0.66
	Statistical Value					1.082	0.022		1.729
	Shortfall					5			2
4LE-4		Protective Service-Sworn-Law Enfr-Executive							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	14.41	15.08	6.92	0.20	0.23	0.14	0.00	6.92
	Statistical Value	0.537E	0.520E	0.751E	0.992E	0.991E	0.994E		0.751E
	Shortfall								
4LE-3		Protective Service-Sworn-Law Enfr-Senior Level							
Total Emp 39		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.51	12.82	5.13	2.56	7.69	2.56	0.00	2.56
	Availability %	11.21	17.60	4.91	3.48	2.27	0.55	0.00	0.00
	Statistical Value		0.784		0.312				
	Shortfall		1						
4LE-2		Protective Service-Sworn-Law Enfr-Mid Level							
Total Emp 220		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	11.82	18.18	5.45	3.64	2.27	0.45	0.00	0.00
	Availability %	14.33	16.11	5.75	3.72	3.81	0.66	0.14	0.27
	Statistical Value	1.063		0.188	0.066	1.191	0.376	0.555	0.772
	Shortfall	5				3			
4LE-1		Protective Service-Sworn-Law Enfr-Entry							
Total Emp 677		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	14.92	15.36	6.35	3.84	3.84	0.44	0.15	0.30
	Availability %	16.79	13.54	2.48	3.57	7.50	1.94	0.32	0.97
	Statistical Value	1.303				3.615	2.824	0.794	1.791
	Shortfall	12				24	10	1	4

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Incumbency vs. Estimated Availability

5CI		Protective Service - Non-Sworn - Code Inspections							
Total Emp 46		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	15.22	45.65	2.17	8.70	0.00	2.17	0.00	2.17
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value		0.240	0.342		1.259		0.509	
	Shortfall					1			
5EC		Protective Service - Non-Sworn - Emergency Communi							
Total Emp 101		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.91	68.32	0.00	0.99	5.94	0.99	0.00	0.99
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value	0.362		1.780	0.343			0.754	0.115
	Shortfall	1		3					
5FI		Protective Service - Non-Sworn - Fire							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value	0.900E	0.526E	0.970E	0.986E	0.967E	0.994E	0.994E	0.989E
	Shortfall								
5GM		Protective Service - Non-Sworn - General Maintenanc							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	66.67	0.00	0.00	33.33	0.00	0.00	0.00	33.33
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value		0.145E	0.912E		0.903E	0.983E	0.983E	
	Shortfall		1						
5LE		Protective Service - Non-Sworn - Law Enforcement							
Total Emp 8		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value	0.431E	0.012E	0.781E	0.894E	0.763E	0.956E	0.956E	0.915E
	Shortfall		3						
5PR		Protective Service - Non-Sworn - Parks/Recreation							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	25.00	0.00	0.00	0.00	0.00	0.00	0.00	25.00
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value		0.076E	0.884E	0.946E	0.873E	0.978E	0.978E	
	Shortfall		1						

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Incumbency vs. Estimated Availability

5WA		Protective Service - Non-Sworn - Water							
Total Emp 19		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	15.79	15.79	0.00	10.53	5.26	0.00	0.00	0.00
	Availability %	9.99	47.42	3.04	1.39	3.33	0.56	0.56	1.11
	Statistical Value		0.009E	0.556E			0.899E	0.899E	0.809E
	Shortfall		6						
6AC		Administrative Support - Accounting							
Total Emp 58		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.41	74.14	6.90	13.79	1.72	0.00	0.00	0.00
	Availability %	12.38	75.56	2.33	3.19	3.68	3.05	0.03	0.09
	Statistical Value		0.252			0.791	1.351	0.132	0.229
	Shortfall					1	1		
6BT		Administrative Support - Building Trades							
Total Emp 2		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.63	55.38	1.65	2.93	2.53	1.46	0.15	0.92
	Statistical Value	0.817E	0.199E	0.967E	0.942E	0.950E	0.971E	0.997E	0.982E
	Shortfall		1						
6CI		Administrative Support - Code Inspections							
Total Emp 15		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	26.67	93.33	6.67	6.67	6.67	6.67	0.00	0.00
	Availability %	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09
	Statistical Value					0.723E		0.937E	0.848E
	Shortfall								
6CR		Administrative Support - Community Relations							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	66.67	0.00	11.11	11.11	0.00	0.00	0.00
	Availability %	9.62	72.51	2.09	1.83	3.55	1.49	0.09	0.59
	Statistical Value		0.469E	0.827E			0.874E	0.992E	0.948E
	Shortfall								
6EC		Administrative Support - Emergency Communication							
Total Emp 12		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	66.67	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.96	70.94	2.09	1.22	4.20	1.54	0.20	0.70
	Statistical Value	0.284E	0.478E	0.776E	0.863E	0.598E	0.830E	0.976E	0.919E
	Shortfall	1							

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Incumbency vs. Estimated Availability

6EN		Administrative Support - Environmental							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	19.75	45.16	9.18	4.43	1.63	2.44	0.60	1.49
	Statistical Value	0.333E	0.254E	0.618E	0.797E	0.921E	0.884E	0.970E	0.928E
	Shortfall		1						
6EO		Administrative Support - Office Equipment Operatio							
Total Emp 4		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	16.67	65.87	3.33	3.24	6.89	1.69	0.43	1.09
	Statistical Value	0.482E	0.422E	0.873E	0.877E	0.752E	0.934E	0.983E	0.957E
	Shortfall								
6ER		Administrative Support - Engineering Related							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	10.12	81.31	3.73	0.45	2.73	2.46	0.00	0.76
	Statistical Value	0.383E	0.004E	0.710E	0.960E	0.779E	0.799E		0.934E
	Shortfall		4						
6FI		Administrative Support - Fire							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.65	69.55	1.98	1.07	4.19	1.56	0.17	0.67
	Statistical Value	0.738E	0.222E	0.942E	0.968E	0.879E	0.954E	0.995E	0.980E
	Shortfall		1						
6GA		Administrative Support - General Administrative							
Total Emp 118		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.34	88.98	5.93	5.08	2.54	0.85	0.85	5.08
	Availability %	9.77	89.76	2.17	1.38	3.85	1.69	0.14	0.53
	Statistical Value		0.278			0.738	0.710		
	Shortfall					1			
6GM		Administrative Support - General Maintenance/Trade							
Total Emp 1		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	12.64	73.71	2.26	3.39	3.73	3.25	0.00	0.00
	Statistical Value	0.874E		0.977E	0.966E	0.963E	0.968E		
	Shortfall								

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Incumbency vs. Estimated Availability

6HR		Administrative Support - Human Resources							
Total Emp 9		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	66.67	22.22	0.00	0.00	0.00	0.00	0.00
	Availability %	10.76	76.42	2.39	2.39	2.99	0.00	0.00	2.99
	Statistical Value		0.360E		0.804E	0.761E			0.761E
Shortfall									
6LE		Administrative Support - Law Enforcement							
Total Emp 58		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.62	72.41	1.72	3.45	0.00	1.72	0.00	1.72
	Availability %	19.92	88.74	6.72	0.17	7.97	4.96	0.02	0.07
	Statistical Value	2.155	3.933	1.520		2.241	1.135	0.108	
Shortfall		6	9	2		4	1		
6LL		Administrative Support - Legal							
Total Emp 20		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	100.00	10.00	10.00	0.00	0.00	0.00	0.00
	Availability %	10.01	90.03	3.96	0.79	3.94	0.82	0.00	0.49
	Statistical Value					0.448E	0.848E		0.906E
Shortfall									
6OS		Administrative Support - Office Support							
Total Emp 171		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	22.22	83.04	7.02	7.60	4.68	1.17	0.00	1.75
	Availability %	13.71	84.74	3.43	2.71	4.56	1.61	0.40	1.00
	Statistical Value		0.618				0.458	0.829	
Shortfall			2						
6PM		Administrative Support - Program Management							
Total Emp 5		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	20.00	60.00	0.00	20.00	0.00	0.00	0.00	0.00
	Availability %	12.36	76.03	4.25	0.95	4.57	1.45	0.08	1.06
	Statistical Value		0.345E	0.805E		0.791E	0.930E	0.996E	0.948E
Shortfall									
6RM		Administrative Support - Risk Management							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	33.33	100.00	0.00	0.00	0.00	33.33	0.00	0.00
	Availability %	13.80	87.21	3.81	3.72	3.71	0.89	0.00	1.68
	Statistical Value			0.890E	0.893E	0.893E			0.950E
Shortfall									

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Incumbency vs. Estimated Availability

6SP		Administrative Support - Store & Purchases							
Total Emp 13		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	23.08	53.85	15.38	7.69	0.00	0.00	0.00	0.00
	Availability %	10.74	71.46	2.38	1.57	4.66	1.65	0.05	0.43
	Statistical Value		0.137E			0.538E	0.806E	0.994E	0.946E
	Shortfall		2						
6WA		Administrative Support - Water							
Total Emp 23		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	8.70	26.09	4.35	4.35	0.00	0.00	0.00	0.00
	Availability %	14.96	36.24	5.12	1.27	7.47	0.64	0.07	0.40
	Statistical Value	0.310E	0.216E	0.669E		0.168E	0.863E	0.984E	0.912E
	Shortfall	1	2			1			
7AM		Skilled Craft - Auto Maintenance							
Total Emp 62		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	24.19	0.00	11.29	3.23	4.84	3.23	1.61	0.00
	Availability %	16.40	2.66	2.96	1.13	9.33	1.57	0.28	1.14
	Statistical Value		1.302			1.216			0.846
	Shortfall		1			2			
7BI		Skilled Craft - Building Inspections							
Total Emp 3		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Availability %	9.27	2.53	0.62	1.64	4.66	1.84	0.21	0.29
	Statistical Value	0.747E	0.926E	0.982E	0.952E	0.867E	0.946E	0.994E	0.991E
	Shortfall								
7BT		Skilled Craft - Building Trades							
Total Emp 28		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	17.86	10.71	3.57	7.14	3.57	0.00	0.00	3.57
	Availability %	11.62	3.99	2.43	1.34	5.96	1.42	0.05	0.39
	Statistical Value					0.497E	0.670E	0.986E	
	Shortfall								
7EN		Skilled Craft - Environmental							
Total Emp 71		Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Employment %	18.31	8.45	8.45	4.23	1.41	1.41	1.41	1.41
	Availability %	8.44	3.87	1.14	0.67	5.08	0.53	0.00	1.02
	Statistical Value					1.409			
	Shortfall					2			

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Incumbency vs. Estimated Availability

7EO		Skilled Craft - Office Equipment Operation							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	12.11	39.98	2.64	0.91	6.74	1.82	0.00	0.00
	Shortfall	0.879E		0.974E	0.991E	0.933E	0.982E		
7ER		Skilled Craft-Engineering Related							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	6.99	2.27	0.00	0.00	6.99	0.00	0.00	0.00
	Shortfall	0.930E				0.930E			
7GM		Skilled Craft - General Maintenance/Trades							
Total Emp 170	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	15.29	8.24	5.29	4.71	2.94	1.18	0.00	1.18
	Statistical Value	12.34	3.98	1.67	1.04	6.57	1.93	0.37	0.73
	Shortfall					1.910	0.714	0.795	
7LE		Skilled Craft - Law Enforcement							
Total Emp 1	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	5.86	4.69	5.86	0.00	0.00	0.00	0.00	0.00
	Shortfall	0.941E	0.953E	0.941E					
7PR		Skilled Craft - Parks/Recreation							
Total Emp 9	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	11.11	22.22	0.00	0.00	11.11	0.00	0.00	0.00
	Statistical Value	9.87	5.85	1.96	1.01	4.33	1.27	0.29	1.01
	Shortfall			0.837E	0.913E		0.891E	0.974E	0.913E
7WA		Skilled Craft - Water							
Total Emp 84	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	20.24	7.14	2.38	2.38	4.76	8.33	0.00	2.38
	Statistical Value	11.27	5.13	2.75	1.05	5.34	1.66	0.10	0.40
	Shortfall			0.207		0.236		0.290	

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

8AM		Service Maintenance - Auto Maintenance							
Total Emp 4	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	21.06	13.71	1.47	2.59	11.33	4.55	0.00	1.14
	Shortfall	0.388E	0.554E	0.942E	0.900E	0.618E	0.830E		0.955E
8BO		Service Maintenance - Botanic							
Total Emp 32	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	12.50	12.50	0.00	3.13	9.38	0.00	0.00	0.00
	Statistical Value	45.54	9.58	2.34	1.12	39.09	1.89	0.41	0.70
	Shortfall	3.753		0.876		3.445	0.785	0.363	0.475
8CR		Service Maintenance - Community Relations							
Total Emp 14	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	14.29	57.14	7.14	0.00	7.14	0.00	0.00	0.00
	Statistical Value	15.48	13.49	3.97	0.00	7.54	0.00	3.97	0.00
	Shortfall	0.628E				0.715E		0.567E	
8EO		Service Maintenance - Office Equipment Operation							
Total Emp 13	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	23.08	15.38	0.00	0.00	7.69	15.38	0.00	0.00
	Statistical Value	13.67	15.83	2.89	1.86	6.18	1.49	0.17	1.06
	Shortfall		0.660E	0.683E	0.783E			0.978E	0.871E
8ER		Service Maintenance - Engineering and Related							
Total Emp 6	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14
	Shortfall	0.160E	0.243E	0.652E	0.912E	0.393E	0.898E	0.965E	0.934E
8GM		Service Maintenance - General Maintenance/Trades							
Total Emp 420	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	18.10	9.29	3.33	8.33	2.86	3.10	0.00	0.48
	Statistical Value	29.85	7.44	1.39	2.33	22.19	2.53	0.56	0.88
	Shortfall	5.264				9.535		1.538	0.886

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Incumbency vs. Estimated Availability

8LE		Service Maintenance - Law Enforcement							
Total Emp 2	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	5.48	55.25	1.34	0.53	2.54	1.07	0.00	0.00
	Shortfall	0.893E	0.200E	0.973E	0.989E	0.950E	0.979E		
8PR		Service Maintenance - Parks/Recreation							
Total Emp 110	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	17.27	60.91	0.91	12.73	0.91	0.91	0.00	1.82
	Statistical Value	14.27	64.32	0.38	5.30	4.19	2.84	0.00	1.56
	Shortfall		0.747			1.717	1.219		
8WA		Service Maintenance - Water							
Total Emp 8	Employment %	Min	Fem	Asi	Blk	His	Ind	Pac	Two
	Availability %	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00
	Statistical Value	26.31	39.37	6.88	1.52	14.40	1.77	0.60	1.14
	Shortfall	0.087E	0.113E	0.565E	0.885E	0.288E	0.867E	0.953E	0.912E

Total Employment: 5383

W - Whole Person Rule

A placement goal is set when employment is less than availability by at least one whole person.

Yellow shading indicates placement goals, red shading indicates areas that require more focus.

In the Statistical Value section, standard deviations of 2.00 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of 0.050 or less are generally regarded as statistically significant.

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

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Placement Goals

In accordance with 41 C.F.R. 60-2.16

As required by applicable regulations, City of Portland has established placement goals where the actual representation of women or minorities in a job group is less than would be reasonably expected based on calculated availability.

In establishing placement goals, we applied the following principles:

1. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City established a percentage annual placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
2. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
3. In all employment decisions, the City makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, or national origin.
4. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
5. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the City to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.
6. The placement goals established in this AAP may reflect the City's publicly announced permissible preference for American Indians living on or near an Indian reservation.

As is described in more detail in the Action Oriented Program section of this AAP, where a placement goal is set, the City will develop action oriented steps to increase the recruitment and training of minorities or women, or both.

Placement Goals

City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Placement Goals

Job Group & Name	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI - Officials/Admin - Building Inspections		17.26						3.35		
1BO - Officials/Admin - Botanic		40.75								
1EN - Officials/Admin - Environmental	22.88		10.13					10.18		
1ES - Officials/Admin - Exempt		69.11								
1GA - Officials/Admin - General Administrative						1.64				
1IT - Officials/Admin - Information Technology		37.50						3.93		
1LE - Officials/Admin - Law Enforcement		33.55								
1PR - Officials/Admin - Parks/Recreation	8.83									
1SP - Officials/Admin - Store & Purchases		54.66								
1WA - Officials/Admin - Water			4.95							
2CR - Professionals - Community Relations					4.12					
2EN - Professionals - Environmental			2.61							
2FI - Professionals - Fire		64.97								
2FL - Professionals - Financial		27.86								
2PL - Professionals - Planning	13.42			5.09	3.79					
3BO - Technicians - Botanic	21.39	55.99								
3EL - Technicians - Electronics	18.74	20.75	9.94		5.71					
3EN - Technicians - Environmental	21.33	55.18	8.12		6.48	3.33				
3ER - Technicians - Engineering & Related					4.11	1.91				
3LB - Technicians - Laboratory	27.67				14.56	10.19				
3LE - Technicians - Law Enforcement					6.50					
4FI-4 - Protective Service-Sworn-Fire-Executive	17.63	8.79	6.43							
4FI-2 - Protective Service-Sworn-Fire-Mid Level						3.92				
4FI-1 - Protective Service-Sworn-Fire-Entry					6.60			0.66		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level		17.60								
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level	14.33				3.81					
4LE-1 - Protective Service-Sworn-Law Enfr-Entry	16.79				7.50	1.94	0.32	0.97		
5CI - Protective Service - Non-Sworn - Code Inspections					3.33					
5EC - Protective Service - Non-Sworn - Emergency Communi	9.99		3.04							
5GM - Protective Service - Non-Sworn - General Maintenan		47.42								

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Placement Goals

5LE - Protective Service - Non-Sworn - Law Enforcement		47.42								
5PR - Protective Service - Non-Sworn - Parks/Recreation		47.42								
5WA - Protective Service - Non-Sworn - Water		47.42								
6AC - Administrative Support - Accounting					3.68	3.05				
6BT - Administrative Support - Building Trades		55.38								
6EC - Administrative Support - Emergency Communication	9.96									
6EN - Administrative Support - Environmental		45.16								
6ER - Administrative Support - Engineering Related		81.31								
6FI - Administrative Support - Fire		69.55								
6GA - Administrative Support - General Administrative					3.85					
6LE - Administrative Support - Law Enforcement	19.92	88.74	6.72		7.97	4.96				
6OS - Administrative Support - Office Support		84.74								
6SP - Administrative Support - Store & Purchases		71.46								
6WA - Administrative Support - Water	14.96	36.24			7.47					
7AM - Skilled Craft - Auto Maintenance		2.66			9.33					
7EN - Skilled Craft - Environmental					5.08					
7GM - Skilled Craft - General Maintenance/Trades					6.57	1.93				
8BO - Service Maintenance - Botanic	45.54				39.09					
8ER - Service Maintenance - Engineering and Related	26.31	39.37								
8GM - Service Maintenance - General Maintenance/Trades	29.85				22.19		0.56	0.88		
8LE - Service Maintenance - Law Enforcement		55.25								
8PR - Service Maintenance - Parks/Recreation		64.32			4.19	2.84				
8WA - Service Maintenance - Water	26.31	39.37			14.40					

Identification of Problem Areas by Organizational Unit and Job Group

In accordance with 41 C.F.R. 60-2.17(b)

We have conducted in-depth analyses of our total employment process, including the workforce by organizational unit and job group, personnel activity, compensation, and other personnel procedures to determine whether and where impediments to equal employment opportunity exist. An analysis of each of these processes follows.

1. Composition of the Workforce by Organizational Unit Our analysis by organizational unit reveals that minorities and women are not significantly underrepresented or concentrated in any particular organizational unit.

Minorities are employed at a rate of 17.5% and are represented in 100% of the City's 24 departments. Further, minorities are represented in 100% of the departments that employ 10 or more people. Women are employed at a rate of 32.12% and are represented in 100% of all departments, and 100% of all departments that employ 10 or more people. This analysis suggests that there is no policy or practice excluding minorities or women from any departments, nor is there any racial or sexual discrimination in the selection process.

2. Composition of the Workforce by Job Group Pursuant to the Office of Federal Contract Compliance Programs' (OFCCP) regulations, we have conducted an availability analysis by job group, taking into account both external and internal availability, and have compared incumbency to estimated availability to determine placement goals. The descriptions of Factor 1 and Factor 2 by job group are summarized in the Availability Analysis. Our findings are as follows:

- A. Our analysis of incumbency vs. estimated availability indicates that in some cases, incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning minority utilization.

or

Our analysis indicates that, for minorities, incumbency is less than availability by a statistically significant amount in the following job groups: 3EN, 6LE, 8BO, 8GM.

- B. Our analysis of incumbency vs. estimated availability indicates that in some cases incumbency is less than estimated availability, however, our more detailed analysis concludes that there is no significant problem concerning female utilization.

or

Our analysis indicates that, for women, incumbency is less than availability by a statistically significant amount in the following job groups: 1BO, 2FI, 3EL, 3EN, 5LE, 5WA, 6ER, 6LE.

- C. The City has established affirmative action placement goals and programs to address underutilization, and will continue to make a good faith effort to reach the placement goals established and implement action-oriented programs, which are detailed elsewhere in this AAP.

3. Analysis of Progress towards Prior Year Goals—In establishing placement goals, the following principles apply:
 - A. When the percentage of minorities or women employed in a particular job group is less than would reasonably be expected given their availability percentage in that job group, the City has established an annual percentage placement goal at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
 - B. Placement goals are not quotas that must be met, nor are they to be considered as either a ceiling or a floor for the employment of particular groups.
 - C. In all employment decisions, the City makes selections in a nondiscriminatory manner. Placement goals do not provide a justification to extend a preference to any individual, select an individual, or adversely affect an individual's employment status, on the basis of that individual's race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, or national origin.
 - D. Placement goals do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results.
 - E. Placement goals are not used to supersede merit selection principles, nor do these placement goals require the City to hire a person who lacks qualifications to perform the job successfully or hire a less-qualified person in preference to a more-qualified one.

A review of progress and goal attainment by job group for the period from July 01, 2011 to June 30, 2012 reveals the following areas of significant success for minorities and women:

Goal Attainment

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Goal Attainment

1BI		Officials/Admin - Building Inspections													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Goal									2.52						
New Hire	0								0	N/A					
Promotion	2								0	0.00					
Rehires	10								0	0.00					
Total Opps	12								0	0.00					
Achieved? *									LIMITED						

1BO		Officials/Admin - Botanic													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Goal			41.08												
New Hire	0		0	N/A											
Promotion	0		0	N/A											
Rehires	0		0	N/A											
Total Opps	0		0	N/A											
Achieved? *			NO OPPS												

1EN		Officials/Admin - Environmental													
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two						
Goal		20.97		10.61					10.02						
New Hire	1	0	0.00	0	0.00				0	0.00					
Promotion	0	0	N/A	0	N/A				0	N/A					
Rehires	0	0	N/A	0	N/A				0	N/A					
Total Opps	1	0	0.00	0	0.00				0	0.00					
Achieved? *		LIMITED		LIMITED					LIMITED						

Goal Attainment

1ES		Officials/Admin - Exempt																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal			69.11																
New Hire	0		0 N/A																
Promotion	0		0 N/A																
Rehires	0		0 N/A																
Total Opps	0		0 N/A																
Achieved? *			NO OPPS																

1GA		Officials/Admin - General Administrative																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal							1.66												
New Hire	6						0 0.00												
Promotion	6						0 0.00												
Rehires	1						0 0.00												
Total Opps	13						0 0.00												
Achieved? *							LIMITED												

1HR		Officials/Admin - Human Resources																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal			56.55																
New Hire	1		1 100.00																
Promotion	1		1 100.00																
Rehires	0		0 N/A																
Total Opps	2		2 100.00																
Achieved? *			YES																

Goal Attainment

1IT		Officials/Admin - Information Technology																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			37.51															
New Hire	2		1 50.00															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	2		1 50.00															
Achieved? *			YES															

1LE		Officials/Admin - Law Enforcement																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			34.31															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	1		0 0.00															
Total Opps	1		0 0.00															
Achieved? *			LIMITED															

1PM		Officials/Admin - Program Management																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal							2.01											
New Hire	3						0 0.00											
Promotion	4						1 25.00											
Rehires	0						0 N/A											
Total Opps	7						1 14.29											
Achieved? *							YES											

Goal Attainment

1PR		Officials/Admin - Parks/Recreation																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		8.83																	
New Hire	2	0	0.00																
Promotion	0	0	N/A																
Rehires	0	0	N/A																
Total Opps	2	0	0.00																
Achieved? *		LIMITED																	

1SP		Officials/Admin - Store & Purchases																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal				54.65															
New Hire	3			1	33.33														
Promotion	1			1	100.00														
Rehires	0			0	N/A														
Total Opps	4			2	50.00														
Achieved? *				YES															

1WA		Officials/Admin - Water																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal						5.36													
New Hire	1					0	0.00												
Promotion	2					0	0.00												
Rehires	0					0	N/A												
Total Opps	3					0	0.00												
Achieved? *						LIMITED													

Goal Attainment

2AC		Professionals - Accounting																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal					7.50														
New Hire	6				1	16.67													
Promotion	3				1	33.33													
Rehires	2				0	0.00													
Total Opps	11				2	18.18													
Achieved? *					YES														

2CR		Professionals - Community Relations																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal							4.60												
New Hire	4						0	0.00											
Promotion	0						0	N/A											
Rehires	1						0	0.00											
Total Opps	5						0	0.00											
Achieved? *							LIMITED												

2EN		Professionals - Environmental																	
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two										
Goal				2.61															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Rehires	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

2FI		Professionals - Fire																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			64.97															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

2FL		Professionals - Financial																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			29.32															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

2HR		Professionals - Human Resources																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			69.55															
New Hire	2		1 50.00															
Promotion	1		1 100.00															
Rehires	0		0 N/A															
Total Opps	3		2 66.67															
Achieved? *			YES															

Goal Attainment

2IT		Professionals - Information Technology																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal												0.99							
New Hire	14											0	0.00						
Promotion	2											0	0.00						
Rehires	1											0	0.00						
Total Opps	17											0	0.00						
Achieved? *												LIMITED							

2PL		Professionals - Planning																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		13.42						5.09											
New Hire	2	0	0.00					0	0.00										
Promotion	1	0	0.00					0	0.00										
Rehires	3	0	0.00					0	0.00										
Total Opps	6	0	0.00					0	0.00										
Achieved? *		LIMITED						LIMITED											

3BO		Technicians - Botanic																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		21.39		55.99															
New Hire	0	0	N/A	0	N/A														
Promotion	0	0	N/A	0	N/A														
Rehires	0	0	N/A	0	N/A														
Total Opps	0	0	N/A	0	N/A														
Achieved? *		NO OPPS		NO OPPS															

Goal Attainment

3EL		Technicians - Electronics																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal		18.74		20.75		9.94				5.71								
New Hire	2	0	0.00	0	0.00	0	0.00			0	0.00							
Promotion	0	0	N/A	0	N/A	0	N/A			0	N/A							
Rehires	1	0	0.00	0	0.00	0	0.00			0	0.00							
Total Opps	3	0	0.00	0	0.00	0	0.00			0	0.00							
Achieved? *		LIMITED		LIMITED		LIMITED				LIMITED								

3EN		Technicians - Environmental																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal		21.32		55.04		8.13				6.47		3.32						
New Hire	3	0	0.00	1	33.33	0	0.00			0	0.00	0	0.00					
Promotion	2	0	0.00	0	0.00	0	0.00			0	0.00	0	0.00					
Rehires	1	0	0.00	0	0.00	0	0.00			0	0.00	0	0.00					
Total Opps	6	0	0.00	1	16.67	0	0.00			0	0.00	0	0.00					
Achieved? *		NO		NO		LIMITED				LIMITED		LIMITED						

3ER		Technicians - Engineering & Related																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal										4.21		1.83						
New Hire	5									0	0.00	0	0.00					
Promotion	1									0	0.00	0	0.00					
Rehires	0									0	N/A	0	N/A					
Total Opps	6									0	0.00	0	0.00					
Achieved? *										LIMITED		LIMITED						

Goal Attainment

3LB		Technicians - Laboratory																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		27.67								14.56		10.19							
New Hire	1	0	0.00							0	0.00	0	0.00						
Promotion	0	0	N/A							0	N/A	0	N/A						
Rehires	0	0	N/A							0	N/A	0	N/A						
Total Opps	1	0	0.00							0	0.00	0	0.00						
Achieved? *		LIMITED								LIMITED		LIMITED							

3LE		Technicians - Law Enforcement																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal										6.50									
New Hire	1									0	0.00								
Promotion	0									0	N/A								
Rehires	0									0	N/A								
Total Opps	1									0	0.00								
Achieved? *										LIMITED									

4FI-4		Portective Service-Sworn-Fire-Executive																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		9.48																	
New Hire	0	0	N/A																
Promotion	2	0	0.00																
Rehires	0	0	N/A																
Total Opps	2	0	0.00																
Achieved? *		LIMITED																	

Goal Attainment

4FI-3		Protective Service-Sworn-Fire-Senior Level																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal		17.63				6.26				5.23								
New Hire	0	0	N/A			0	N/A			0	N/A							
Promotion	9	3	33.33			2	22.22			1	11.11							
Rehires	0	0	N/A			0	N/A			0	N/A							
Total Opps	9	3	33.33			2	22.22			1	11.11							
Achieved? *		YES				YES				YES								

4FI-2		Protective Service-Sworn-Fire-Mid Level																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal												4.11						
New Hire	0											0	N/A					
Promotion	23											2	8.70					
Rehires	0											0	N/A					
Total Opps	23											2	8.70					
Achieved? *												YES						

4LE-4		Protective Service-Sworn-Law Enfr-Executive																
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal		16.93		17.60														
New Hire	0	0	N/A	0	N/A													
Promotion	0	0	N/A	0	N/A													
Rehires	0	0	N/A	0	N/A													
Total Opps	0	0	N/A	0	N/A													
Achieved? *		NO OPPS		NO OPPS														

Goal Attainment

4LE-3		Protective Service-Sworn-Law Enfr-Senior Level																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal				18.76															
New Hire	0			0	N/A														
Promotion	4			1	25.00														
Rehires	0			0	N/A														
Total Opps	4			1	25.00														
Achieved? *				YES															

4LE-2		Protective Service-Sworn-Law Enfr-Mid Level																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		13.48						3.85		3.18									
New Hire	0	0	N/A					0	N/A	0	N/A								
Promotion	14	1	7.14					1	7.14	0	0.00								
Rehires	0	0	N/A					0	N/A	0	N/A								
Total Opps	14	1	7.14					1	7.14	0	0.00								
Achieved? *		YES						YES		LIMITED									

4LE-1		Protective Service-Sworn-Law Enfr-Entry																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal										3.88		1.08		0.56		1.13			
New Hire	17									3	17.65	0	0.00	0	0.00	0	0.00		
Promotion	4									1	25.00	0	0.00	0	0.00	0	0.00		
Rehires	2									1	50.00	0	0.00	0	0.00	0	0.00		
Total Opps	23									5	21.74	0	0.00	0	0.00	0	0.00		
Achieved? *										YES		LIMITED		LIMITED		LIMITED			

Goal Attainment

5CI		Protective Service - Non-Sworn - Code Inspections																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			47.42			3.33												
New Hire	4		2 50.00			0 0.00												
Promotion	0		0 N/A			0 N/A												
Rehires	0		0 N/A			0 N/A												
Total Opps	4		2 50.00			0 0.00												
Achieved? *			YES			LIMITED												

5EC		Protective Service - Non-Sworn - Emergency Communi																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal		9.99		3.04														
New Hire	13	1 7.69		0 0.00														
Promotion	1	0 0.00		0 0.00														
Rehires	1	0 0.00		0 0.00														
Total Opps	15	1 6.67		0 0.00														
Achieved? *		YES		LIMITED														

5GM		Protective Service - Non-Sworn - General Maintenanc																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			47.42															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

Goal Attainment

5LE		Protective Service - Non-Sworn - Law Enforcement																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			47.42															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

5WA		Protective Service - Non-Sworn - Water																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			47.42															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

6AC		Administrative Support - Accounting																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			75.42															
New Hire	2		1 50.00															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	2		1 50.00															
Achieved? *			YES															

Goal Attainment

6BT		Administrative Support - Building Trades																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			55.38															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

6EN		Administrative Support - Environmental																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			45.16															
New Hire	0		0 N/A															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	0		0 N/A															
Achieved? *			NO OPPS															

6ER		Administrative Support - Engineering Related																
	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two									
Goal			81.31															
New Hire	1		1 100.00															
Promotion	0		0 N/A															
Rehires	0		0 N/A															
Total Opps	1		1 100.00															
Achieved? *			YES															

Goal Attainment

6GA		Administrative Support - General Administrative																
Goal	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal										3.85		1.71						
New Hire	8									1	12.50	0	0.00					
Promotion	7									0	0.00	1	14.29					
Rehires	4									1	25.00	0	0.00					
Total Opps	19									2	10.53	1	5.26					
Achieved? *										YES		YES						

6LE		Administrative Support - Law Enforcement																
Goal	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal		19.90		88.70		6.71				7.97		4.95						
New Hire	3	0	0.00	1	33.33	0	0.00			0	0.00	0	0.00					
Promotion	0	0	N/A	0	N/A	0	N/A			0	N/A	0	N/A					
Rehires	0	0	N/A	0	N/A	0	N/A			0	N/A	0	N/A					
Total Opps	3	0	0.00	1	33.33	0	0.00			0	0.00	0	0.00					
Achieved? *		LIMITED		NO		LIMITED				LIMITED		LIMITED						

6OS		Administrative Support - Office Support																
Goal	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two		
Goal				84.82								1.62						
New Hire	10			8	80.00							0	0.00					
Promotion	4			3	75.00							1	25.00					
Rehires	6			5	83.33							0	0.00					
Total Opps	20			16	80.00							1	5.00					
Achieved? *				YES								YES						

Goal Attainment

6SP		Administrative Support - Store & Purchases																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal				71.02															
New Hire	1			1	100.00														
Promotion	1			1	100.00														
Rehires	0			0	N/A														
Total Opps	2			2	100.00														
Achieved? *				YES															

6WA		Administrative Support - Water																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		14.92		36.41		5.09				7.43									
New Hire	5	1	20.00	2	40.00	1	20.00			0	0.00								
Promotion	0	0	N/A	0	N/A	0	N/A			0	N/A								
Rehires	0	0	N/A	0	N/A	0	N/A			0	N/A								
Total Opps	5	1	20.00	2	40.00	1	20.00			0	0.00								
Achieved? *		YES		YES		YES				LIMITED									

7AM		Skilled Craft - Auto Maintenance																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal										9.34									
New Hire	6									0	0.00								
Promotion	0									0	N/A								
Rehires	0									0	N/A								
Total Opps	6									0	0.00								
Achieved? *										LIMITED									

Goal Attainment

7EN		Skilled Craft - Environmental																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal										5.08									
New Hire	3									1	33.33								
Promotion	1									0	0.00								
Rehires	0									0	N/A								
Total Opps	4									1	25.00								
Achieved? *										YES									

7GM		Skilled Craft - General Maintenance/Trades																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal										6.58		1.93							
New Hire	6									0	0.00	0	0.00						
Promotion	8									0	0.00	0	0.00						
Rehires	0									0	N/A	0	N/A						
Total Opps	14									0	0.00	0	0.00						
Achieved? *										LIMITED		LIMITED							

8BO		Service Maintenance - Botanic																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		45.57								39.12									
New Hire	0	0	N/A							0	N/A								
Promotion	0	0	N/A							0	N/A								
Rehires	0	0	N/A							0	N/A								
Total Opps	0	0	N/A							0	N/A								
Achieved? *		NO OPPS								NO OPPS									

Goal Attainment

8ER		Service Maintenance - Engineering and Related																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		26.31								14.40									
New Hire	1	0	0.00							0	0.00								
Promotion	0	0	N/A							0	N/A								
Rehires	0	0	N/A							0	N/A								
Total Opps	1	0	0.00							0	0.00								
Achieved? *		LIMITED								LIMITED									

8GM		Service Maintenance - General Maintenance/Trades																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		30.07								22.43				0.54		0.89			
New Hire	3	1	33.33							0	0.00			0	0.00	0	0.00		
Promotion	1	0	0.00							0	0.00			0	0.00	0	0.00		
Rehires	9	3	33.33							0	0.00			0	0.00	1	11.11		
Total Opps	13	4	30.77							0	0.00			0	0.00	1	7.69		
Achieved? *		YES								NO				LIMITED		YES			

8LE		Service Maintenance - Law Enforcement																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal				55.25															
New Hire	0			0	N/A														
Promotion	0			0	N/A														
Rehires	0			0	N/A														
Total Opps	0			0	N/A														
Achieved? *				NO OPPS															

Goal Attainment

8PR		Service Maintenance - Parks/Recreation																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal				64.30						4.19		2.83							
New Hire	3			0	0.00					0	0.00	0	0.00						
Promotion	0			0	N/A					0	N/A	0	N/A						
Rehires	1			0	0.00					0	0.00	0	0.00						
Total Opps	4			0	0.00					0	0.00	0	0.00						
Achieved? *				NO						LIMITED		LIMITED							

8WA		Service Maintenance - Water																	
	Total	Min		Fem		Asi		Blk		His		Ind		Pac		Two			
Goal		26.31		39.37						14.40									
New Hire	0	0	N/A	0	N/A					0	N/A								
Promotion	4	0	0.00	0	0.00					0	0.00								
Rehires	0	0	N/A	0	N/A					0	N/A								
Total Opps	4	0	0.00	0	0.00					0	0.00								
Achieved? *		NO		NO						LIMITED									

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person.

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4. Personnel Activity

The City has analyzed additional personnel activities to determine whether and where impediments to equal employment opportunity exist and whether there are significant selection disparities by race/ethnicity or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

A. Applicant Flow

During the plan year, July 01, 2011 to June 30, 2012, the City posted the majority of all open positions with the State Employment Service. The Human Resources Department accepted applications for open positions, and all persons interested in obtaining employment with the City were advised to apply according to our current policy. Applications and complete records have been kept to ensure goals of equal employment opportunity are being applied to this process.

The City believes that applicant flow is not and will not be a problem area. Our analysis reveals that the percentage of minority applicants compares very favorably with the general availability in the respective categories. Clearly the City's success in implementing and communicating affirmative action and outreach efforts is demonstrated by these statistics.

The following reports summarize applicant flow by job group. Please note that applicants with an identified gender but no race will be included in the Applicant Detail by Gender and applicants with an identified race but no gender will be included in the Applicant Detail by Race.

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Applicant Summary

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City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

S - Selected, U - Unsuccessful, P - Pool

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 1

Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI	S	7	0	0	0	1	0	0	0	0	0	0		
Officials/Admin - Building Inspections	U	1	1	0	0	0	0	0	0	0	0	0		
	P	8	1	0	0	1	0	0	0	0	0	0		
1BT	S	38	1	0	7	11	4	0	1	0	0	2		
Officials/Admin - Building Trades	U	4	0	0	1	0	0	0	0	0	0	1		
	P	42	1	0	8	11	4	0	1	0	0	3		
1CI	S	18	0	0	5	11	3	1	0	1	0	0		
Officials/Admin - Code Inspections	U	0	0	0	0	0	0	0	0	0	0	0		
	P	18	0	0	5	11	3	1	0	1	0	0		
1CR	S	22	3	1	2	12	0	1	0	0	0	1		
Officials/Admin - Community Relations	U	0	0	0	0	0	0	0	0	0	0	0		
	P	22	3	1	2	12	0	1	0	0	0	1		
1DR	S	3	0	0	1	1	0	1	0	0	0	0		
Officials/Admin - Directors	U	7	0	0	4	2	0	2	1	1	0	0		
	P	10	0	0	5	3	0	3	1	1	0	0		
1EN	S	29	1	0	2	13	0	0	0	0	1	1		
Officials/Admin - Environmental	U	23	2	1	2	11	1	0	0	0	0	1		
	P	52	3	1	4	24	1	0	0	0	1	2		
1ER	S	200	40	2	16	49	4	4	3	1	1	3		
Officials/Admin - Engineering & Related	U	5	1	0	2	0	0	1	1	0	0	0		
	P	205	41	2	18	49	4	5	4	1	1	3		
1FL	S	161	12	0	43	75	24	7	3	0	1	8		
Officials/Admin - Financial	U	12	0	0	1	6	0	1	0	0	0	0		
	P	173	12	0	44	81	24	8	3	0	1	8		
1GA	S	274	19	3	50	138	11	17	6	4	1	11		
Officials/Admin - General Administrative	U	20	4	0	4	7	1	0	0	0	0	3		
	P	294	23	3	54	145	12	17	6	4	1	14		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 1

Officials & Administrators

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1GM	S	9	1	0	1	0	0	0	0	1	0	0		
Officials/Admin - General	U	0	0	0	0	0	0	0	0	0	0	0		
Maintenance/Trades	P	9	1	0	1	0	0	0	0	1	0	0		
1HR	S	14	2	0	2	7	0	1	0	0	0	1		
Officials/Admin - Human Resources	U	53	11	2	8	25	1	2	4	0	0	1		
	P	67	13	2	10	32	1	3	4	0	0	2		
1IT	S	28	1	0	7	7	2	1	2	0	0	2		
Officials/Admin - Information Technology	U	32	1	1	4	3	3	0	0	0	0	1		
	P	60	2	1	11	10	5	1	2	0	0	3		
1LE	S	1	0	0	0	0	0	0	0	0	0	0		
Officials/Admin - Law Enforcement	U	0	0	0	0	0	0	0	0	0	0	0		
	P	1	0	0	0	0	0	0	0	0	0	0		
1PM	S	112	9	0	15	56	5	3	1	2	0	4		
Officials/Admin - Program Management	U	29	4	0	3	6	0	1	1	0	0	1		
	P	141	13	0	18	62	5	4	2	2	0	5		
1PR	S	146	14	0	11	40	0	2	1	0	2	6		
Officials/Admin - Parks/Recreation	U	0	0	0	0	0	0	0	0	0	0	0		
	P	146	14	0	11	40	0	2	1	0	2	6		
1SP	S	16	2	1	3	5	1	1	1	0	0	0		
Officials/Admin - Store & Purchases	U	0	0	0	0	0	0	0	0	0	0	0		
	P	16	2	1	3	5	1	1	1	0	0	0		
1WA	S	43	9	0	5	8	2	2	0	0	0	1		
Officials/Admin - Water	U	0	0	0	0	0	0	0	0	0	0	0		
	P	43	9	0	5	8	2	2	0	0	0	1		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 2

Professionals

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2AC	S	95	13	1	30	52	12	9	2	2	0	5		
Professionals - Accounting	U	9	0	0	1	6	0	0	0	0	0	1		
	P	104	13	1	31	58	12	9	2	2	0	6		
2BO	S	2	0	0	1	2	0	0	0	0	0	1		
Professionals - Botanic	U	66	20	1	3	38	1	0	0	0	0	2		
	P	68	20	1	4	40	1	0	0	0	0	3		
2CR	S	28	2	0	5	21	0	2	0	0	0	3		
Professionals - Community Relations	U	99	19	0	11	42	1	4	3	0	0	3		
	P	127	21	0	16	63	1	6	3	0	0	6		
2EN	S	9	0	0	0	5	0	0	0	0	0	0		
Professionals - Environmental	U	0	0	0	0	0	0	0	0	0	0	0		
	P	9	0	0	0	5	0	0	0	0	0	0		
2ER	S	107	10	4	21	30	14	0	3	0	0	4		
Professionals - Engineering & Related	U	0	0	0	0	0	0	0	0	0	0	0		
	P	107	10	4	21	30	14	0	3	0	0	4		
2HR	S	29	5	1	5	15	2	2	0	0	0	1		
Professionals - Human Resources	U	0	0	0	0	0	0	0	0	0	0	0		
	P	29	5	1	5	15	2	2	0	0	0	1		
2IT	S	175	23	5	59	43	40	6	5	0	0	8		
Professionals - Information Technology	U	164	35	8	36	62	19	6	1	3	0	7		
	P	339	58	13	95	105	59	12	6	3	0	15		
2LE	S	84	8	0	19	48	4	5	5	2	1	2		
Professionals - Law Enforcement	U	0	0	0	0	0	0	0	0	0	0	0		
	P	84	8	0	19	48	4	5	5	2	1	2		
2PL	S	172	27	5	19	64	9	4	4	0	0	2		
Professionals - Planning	U	0	0	0	0	0	0	0	0	0	0	0		
	P	172	27	5	19	64	9	4	4	0	0	2		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 2

Professionals

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
2PR	S	1	0	0	0	0	0	0	0	0	0	0		
Professionals - Parks/Recreation	U	0	0	0	0	0	0	0	0	0	0	0		
	P	1	0	0	0	0	0	0	0	0	0	0		

EEO Code 3

Technicians

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
3EL	S	10	2	0	0	1	0	0	0	0	0	0		
Technicians - Electronics	U	0	0	0	0	0	0	0	0	0	0	0		
	P	10	2	0	0	1	0	0	0	0	0	0		
3EN	S	83	6	2	9	28	2	1	0	0	0	6		
Technicians - Environmental	U	72	8	2	8	19	1	0	2	1	0	4		
	P	155	14	4	17	47	3	1	2	1	0	10		
3ER	S	55	8	0	6	10	1	1	2	0	0	2		
Technicians - Engineering & Related	U	0	0	0	0	0	0	0	0	0	0	0		
	P	55	8	0	6	10	1	1	2	0	0	2		
3LB	S	8	1	0	1	3	1	0	0	0	0	0		
Technicians - Laboratory	U	2	0	0	0	1	0	0	0	0	0	0		
	P	10	1	0	1	4	1	0	0	0	0	0		
3LE	S	1	0	0	1	1	0	0	0	0	0	1		
Technicians - Law Enforcement	U	97	13	2	9	56	0	7	1	0	0	1		
	P	98	13	2	10	57	0	7	1	0	0	2		
3RM	S	30	1	1	8	8	0	3	2	0	0	3		
Technicians - Risk Management	U	6	0	0	2	2	0	2	0	0	0	0		
	P	36	1	1	10	10	0	5	2	0	0	3		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 4

Protective Service Workers

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
4FI-3	S	0	0	0	0	0	0	0	0	0	0	0		
Protective Service-Sworn-Fire-Senior Level	U	10	3	0	1	3	0	0	0	1	0	0		
	P	10	3	0	1	3	0	0	0	1	0	0		
4FI-2	S	10	2	0	5	0	0	0	1	1	1	2		
Protective Service-Sworn-Fire-Mid Level	U	81	2	0	16	4	2	5	4	3	0	2		
	P	91	4	0	21	4	2	5	5	4	1	4		
4FI-1	S	20	0	0	3	0	0	0	2	1	0	0		
Protective Service-Sworn-Fire-Entry	U	85	4	0	22	6	0	7	1	6	0	8		
	P	105	4	0	25	6	0	7	3	7	0	8		
4LE-3	S	27	4	0	3	3	0	3	0	0	0	0		
Protective Service-Sworn-Law Enfr-Senior Level	U	0	0	0	0	0	0	0	0	0	0	0		
	P	27	4	0	3	3	0	3	0	0	0	0		
4LE-2	S	21	3	0	0	2	0	0	0	0	0	0		
Protective Service-Sworn-Law Enfr-Mid Level	U	0	0	0	0	0	0	0	0	0	0	0		
	P	21	3	0	0	2	0	0	0	0	0	0		
4LE-1	S	379	16	0	66	45	8	18	16	4	3	17		
Protective Service-Sworn-Law Enfr-Entry	U	47	4	0	9	8	0	3	1	0	0	5		
	P	426	20	0	75	53	8	21	17	4	3	22		

EEO Code 5

Paraprofessionals

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
5CI	S	3	0	0	1	2	0	0	0	0	0	1		
Protective Service - Non-Sworn - Code Inspections	U	0	0	0	0	0	0	0	0	0	0	0		
	P	3	0	0	1	2	0	0	0	0	0	1		
5EC	S	234	208	32	5	134	1	1	1	1	1	0		
Protective Service - Non-Sworn - Emergency Communi	U	51	50	13	0	32	0	0	0	0	0	0		
	P	285	258	45	5	166	1	1	1	1	1	0		
5PR	S	126	23	6	19	16	2	7	2	1	1	6		
Protective Service - Non-Sworn - Parks/Recreation	U	5	0	0	1	0	0	1	0	0	0	0		
	P	131	23	6	20	16	2	8	2	1	1	6		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6AC	S	18	4	0	4	13	0	4	0	0	0	0		
Administrative Support - Accounting	U	92	17	2	11	43	2	2	0	1	1	5		
	P	110	21	2	15	56	2	6	0	1	1	5		
6CI	S	17	1	0	4	11	2	1	1	0	0	0		
Administrative Support - Code Inspections	U	1	0	0	1	0	0	0	0	0	0	1		
	P	18	1	0	5	11	2	1	1	0	0	1		
6CR	S	12	0	0	4	10	0	4	0	0	0	0		
Administrative Support - Community Relations	U	0	0	0	0	0	0	0	0	0	0	0		
	P	12	0	0	4	10	0	4	0	0	0	0		
6EC	S	7	0	0	1	3	0	0	0	0	0	1		
Administrative Support - Emergency Communication	U	0	0	0	0	0	0	0	0	0	0	0		
	P	7	0	0	1	3	0	0	0	0	0	1		
6ER	S	1	0	0	0	1	0	0	0	0	0	0		
Administrative Support - Engineering Related	U	0	0	0	0	0	0	0	0	0	0	0		
	P	1	0	0	0	1	0	0	0	0	0	0		
6GA	S	249	33	4	52	214	17	19	3	3	1	9		
Administrative Support - General Administrative	U	133	24	4	42	120	13	10	2	1	1	15		
	P	382	57	8	94	334	30	29	5	4	2	24		
6GM	S	0	0	0	0	0	0	0	0	0	0	0		
Administrative Support - General Maintenance/Trade	U	1	1	1	0	0	0	0	0	0	0	0		
	P	1	1	1	0	0	0	0	0	0	0	0		
6LE	S	3	0	0	0	1	0	0	0	0	0	0		
Administrative Support - Law Enforcement	U	0	0	0	0	0	0	0	0	0	0	0		
	P	3	0	0	0	1	0	0	0	0	0	0		
6LL	S	4	0	0	0	4	0	0	0	0	0	0		
Administrative Support - Legal	U	0	0	0	0	0	0	0	0	0	0	0		
	P	4	0	0	0	4	0	0	0	0	0	0		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 6

Administrative Support

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
6OS	S	260	29	6	43	205	10	15	5	0	2	11		
Administrative Support - Office Support	U	40	4	1	7	28	1	2	3	0	0	1		
	P	300	33	7	50	233	11	17	8	0	2	12		
6PM	S	20	1	0	4	10	1	1	1	0	1	0		
Administrative Support - Program Management	U	0	0	0	0	0	0	0	0	0	0	0		
	P	20	1	0	4	10	1	1	1	0	1	0		
6SP	S	84	10	2	18	46	5	6	2	0	1	4		
Administrative Support - Store & Purchases	U	0	0	0	0	0	0	0	0	0	0	0		
	P	84	10	2	18	46	5	6	2	0	1	4		
6WA	S	5	0	0	1	2	1	0	0	0	0	0		
Administrative Support - Water	U	0	0	0	0	0	0	0	0	0	0	0		
	P	5	0	0	1	2	1	0	0	0	0	0		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 7

Skilled Workers

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
7AM	S	33	3	1	4	0	1	0	0	0	1	2		
Skilled Craft - Auto Maintenance	U	0	0	0	0	0	0	0	0	0	0	0		
	P	33	3	1	4	0	1	0	0	0	1	2		
7BI	S	33	3	0	3	1	1	1	0	0	0	1		
Skilled Craft - Building Inspections	U	0	0	0	0	0	0	0	0	0	0	0		
	P	33	3	0	3	1	1	1	0	0	0	1		
7BT	S	23	1	0	4	0	0	0	0	0	1	3		
Skilled Craft - Building Trades	U	0	0	0	0	0	0	0	0	0	0	0		
	P	23	1	0	4	0	0	0	0	0	1	3		
7EN	S	3	0	0	1	0	0	0	1	0	0	0		
Skilled Craft - Environmental	U	0	0	0	0	0	0	0	0	0	0	0		
	P	3	0	0	1	0	0	0	1	0	0	0		
7GM	S	50	5	0	4	0	1	0	0	2	0	1		
Skilled Craft - General Maintenance/Trades	U	65	4	1	13	2	0	5	2	1	1	4		
	P	115	9	1	17	2	1	5	2	3	1	5		
7PR	S	108	17	0	5	16	0	2	0	1	0	2		
Skilled Craft - Parks/Recreation	U	0	0	0	0	0	0	0	0	0	0	0		
	P	108	17	0	5	16	0	2	0	1	0	2		
7WA	S	3	0	0	2	1	0	0	0	2	0	0		
Skilled Craft - Water	U	0	0	0	0	0	0	0	0	0	0	0		
	P	3	0	0	2	1	0	0	0	2	0	0		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

Applicant Summary

For Period: 7/1/2011 to 6/30/2012

EEO Code 8

Service

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
8BO	S	26	0	0	2	2	0	0	2	0	0	0		
Service Maintenance - Botanic	U	0	0	0	0	0	0	0	0	0	0	0		
	P	26	0	0	2	2	0	0	2	0	0	0		
8ER	S	15	2	0	3	0	2	0	0	0	0	1		
Service Maintenance - Engineering and Related	U	0	0	0	0	0	0	0	0	0	0	0		
	P	15	2	0	3	0	2	0	0	0	0	1		
8GM	S	32	1	1	8	4	1	2	2	0	0	3		
Service Maintenance - General Maintenance/Trades	U	378	22	2	65	61	4	34	5	8	3	11		
	P	410	23	3	73	65	5	36	7	8	3	14		
8PR	S	59	8	0	15	26	2	6	4	1	0	2		
Service Maintenance - Parks/Recreation	U	0	0	0	0	0	0	0	0	0	0	0		
	P	59	8	0	15	26	2	6	4	1	0	2		
8WA	S	0	0	0	0	0	0	0	0	0	0	0		
Service Maintenance - Water	U	2	1	1	0	0	0	0	0	0	0	0		
	P	2	1	1	0	0	0	0	0	0	0	0		

		Total	Unk Race	Unk Gend	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
Totals	S	3,895	594	78	638	1,537	196	164	84	30	20	144		
	%		15.25	2.00	16.38	39.46	5.03	4.21	2.16	0.77	0.51	3.70		
	U	1,692	255	42	287	593	50	95	32	26	6	78		
	%		15.07	2.48	16.96	35.05	2.96	5.61	1.89	1.54	0.35	4.61		
	P	5,587	849	120	925	2,130	246	259	116	56	26	222		
	%		15.20	2.15	16.56	38.12	4.40	4.64	2.08	1.00	0.47	3.97		

S - Selected, U - Unsuccessful, P - Pool

Citywide Reports

July 2012 Annual Affirmative Action Plan (Qtr 4 FY11-12: 07/01/2011 through 06/30/2012)

B. Hires

The Human Resources Department develops all procedures and all hiring at the City is conducted on the basis of nondiscriminatory criteria.

Specifically, the following criteria and procedures have resulted in hiring decisions that are free of discrimination:

1. Job descriptions have been reviewed and revised to ensure that duties are accurately described, that the experience and education requirements are strictly job-related, and that all incumbents meet minimum job requirements. Job titles have and will continue to be written without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.
2. Application forms have been reviewed to ensure that all requested information is job-related, and that the forms comply with all applicable laws. In addition, all forms state that the City is an Equal Opportunity/Affirmative Action Employer.
3. A company representative who is briefed in the law with regard to Equal Employment Opportunity/Affirmative Action conducts interviews.
4. Tests have been reviewed and are administered and conducted in a nondiscriminatory manner.
5. All employees are encouraged to refer qualified applicants to the City for employment. In addition, the City has formal recruitment procedures to apprise minority and women's groups, educational institutions, and other referral sources of openings.
6. Placing an applicant in a specific job in a department is the responsibility of management. Hiring decisions are based on the applicant's knowledge, skills, abilities, and any other job-related criteria.

A review of external hires for the prior plan year indicates the presence of equal employment opportunity and a strong commitment to affirmative action. There were 197 new employees hired during the period from July 01, 2011 to June 30, 2012, including 44 minorities at 22.34% and 79 women at 40.1%. The following report summarizes hiring activity by job group:

New Hire Summary

City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

New Hire Summary

For Period: 7/1/2011 to 6/30/2012

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BT - Officials/Admin - Building Trades	2	0	0	0	0	0	0	0	0		
1DR - Officials/Admin - Directors	3	2	1	0	2	0	0	0	0		
1EN - Officials/Admin - Environmental	1	0	1	0	0	0	0	0	0		
1ER - Officials/Admin - Engineering & Related	8	1	2	0	0	1	0	0	0		
1FL - Officials/Admin - Financial	5	3	2	1	1	0	0	0	1		
1GA - Officials/Admin - General Administrative	6	1	5	0	0	0	0	0	1		
1GM - Officials/Admin - General Maintenance/Trades	1	0	0	0	0	0	0	0	0		
1HR - Officials/Admin - Human Resources	1	0	1	0	0	0	0	0	0		
1IT - Officials/Admin - Information Technology	2	1	1	0	0	0	0	1	0		
1PM - Officials/Admin - Program Management	3	0	2	0	0	0	0	0	0		
1PR - Officials/Admin - Parks/Recreation	2	0	2	0	0	0	0	0	0		
1SP - Officials/Admin - Store & Purchases	3	1	1	1	0	0	0	0	0		
1WA - Officials/Admin - Water	1	0	0	0	0	0	0	0	0		
2AC - Professionals - Accounting	6	3	3	2	1	0	0	0	0		
2BO - Professionals - Botanic	2	1	2	0	0	0	0	0	1		
2CR - Professionals - Community Relations	4	0	1	0	0	0	0	0	0		
2ER - Professionals - Engineering & Related	2	0	1	0	0	0	0	0	0		
2HR - Professionals - Human Resources	2	2	1	1	1	0	0	0	0		
2IT - Professionals - Information Technology	14	4	5	1	1	1	0	0	1		
2LE - Professionals - Law Enforcement	3	0	2	0	0	0	0	0	0		
2PL - Professionals - Planning	2	0	1	0	0	0	0	0	0		
2PR - Professionals - Parks/Recreation	1	0	0	0	0	0	0	0	0		
3EL - Technicians - Electronics	2	0	0	0	0	0	0	0	0		
3EN - Technicians - Environmental	3	0	1	0	0	0	0	0	0		
3ER - Technicians - Engineering & Related	5	0	1	0	0	0	0	0	0		
3LB - Technicians - Laboratory	1	0	1	0	0	0	0	0	0		
3LE - Technicians - Law Enforcement	1	1	1	0	0	0	0	0	1		
4FI-1 - Protective Service-Sworn-Fire-Entry	12	2	0	0	0	2	0	0	0		

New Hire Summary

For Period: 7/1/2011 to 6/30/2012

4LE-1 - Protective Service-Sworn-Law Enfr-Entry	17	4	3	1	0	3	0	0	0		
5CI - Protective Service - Non-Sworn - Code Inspections	4	1	2	0	0	0	0	0	1		
5EC - Protective Service - Non-Sworn - Emergency	13	1	8	0	0	0	1	0	0		
6AC - Administrative Support - Accounting	2	1	1	0	1	0	0	0	0		
6CI - Administrative Support - Code Inspections	4	2	2	1	0	1	0	0	0		
6ER - Administrative Support - Engineering Related	1	0	1	0	0	0	0	0	0		
6GA - Administrative Support - General Administrative	8	3	6	1	1	1	0	0	0		
6LE - Administrative Support - Law Enforcement	3	0	1	0	0	0	0	0	0		
6LL - Administrative Support - Legal	3	0	3	0	0	0	0	0	0		
6OS - Administrative Support - Office Support	10	2	8	1	1	0	0	0	0		
6PM - Administrative Support - Program Management	2	1	1	0	1	0	0	0	0		
6SP - Administrative Support - Store & Purchases	1	0	1	0	0	0	0	0	0		
6WA - Administrative Support - Water	5	1	2	1	0	0	0	0	0		
7AM - Skilled Craft - Auto Maintenance	6	2	0	1	0	0	0	1	0		
7EN - Skilled Craft - Environmental	3	1	0	0	0	1	0	0	0		
7GM - Skilled Craft - General Maintenance/Trades	6	0	0	0	0	0	0	0	0		
7PR - Skilled Craft - Parks/Recreation	1	0	1	0	0	0	0	0	0		
7WA - Skilled Craft - Water	3	2	1	0	0	0	2	0	0		
8ER - Service Maintenance - Engineering and Related	1	0	0	0	0	0	0	0	0		
8GM - Service Maintenance - General Maintenance/Trades	3	1	0	0	1	0	0	0	0		
8PR - Service Maintenance - Parks/Recreation	3	0	0	0	0	0	0	0	0		
Totals	#	197	44	79	12	11	10	3	2	6	
	%		22.34	40.10	6.09	5.58	5.08	1.52	1.02	3.05	

C. Promotion Practices

A review of promotion data indicates that these practices represent an area of substantial employment opportunity for minority and female employees. Promotion practices are not problem areas for minorities and women in any job group. Our analysis reveals that neither minorities nor women are being treated disparately in promotions because:

1. The City provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
2. Employees are encouraged to contact their supervisor and/or the Human Resources Department, at any time, should they desire information relative to another position within the City.
3. Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law.
4. Most promotional opportunities are posted, providing all interested employees with an opportunity to apply and call their special skills to the attention of the manager.
5. Our program of career development enables all employees to designate career paths and positions for which they wish to be considered.

All of these factors strongly indicate that promotions represent an area of substantial employment opportunity for minority and female employees. A summary of promotion actions for the year is included on the following page:

Promotion Summary By Old Job

City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Promotion Summary by Old Job For Period: 7/1/2011 to 6/30/2012

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI - Officials/Admin - Building Inspections	5	0	1	0	0	0	0	0	0		
1CI - Officials/Admin - Code Inspections	1	0	0	0	0	0	0	0	0		
1ER - Officials/Admin - Engineering & Related	3	1	0	0	0	0	0	1	0		
1ES - Officials/Admin - Exempt	1	0	0	0	0	0	0	0	0		
1FL - Officials/Admin - Financial	6	1	4	0	0	0	0	0	1		
1GA - Officials/Admin - General Administrative	2	0	1	0	0	0	0	0	0		
1PM - Officials/Admin - Program Management	5	1	2	0	1	0	0	0	0		
1SP - Officials/Admin - Store & Purchases	2	0	0	0	0	0	0	0	0		
2AC - Professionals - Accounting	1	1	1	1	0	0	0	0	0		
2EN - Professionals - Environmental	1	0	0	0	0	0	0	0	0		
2ER - Professionals - Engineering & Related	4	1	1	1	0	0	0	0	0		
2FI - Professionals - Fire	2	0	0	0	0	0	0	0	0		
2HR - Professionals - Human Resources	4	2	3	0	2	0	0	0	0		
2IT - Professionals - Information Technology	18	3	9	2	0	0	0	0	1		
2LE - Professionals - Law Enforcement	1	0	0	0	0	0	0	0	0		
2PL - Professionals - Planning	5	0	3	0	0	0	0	0	0		
3EN - Technicians - Environmental	2	0	0	0	0	0	0	0	0		
3ER - Technicians - Engineering & Related	4	0	1	0	0	0	0	0	0		
3RM - Technicians - Risk Management	1	0	1	0	0	0	0	0	0		
4FI-4 - Protective Service-Sworn-Fire-Executive	1	0	0	0	0	0	0	0	0		
4FI-3 - Protective Service-Sworn-Fire-Senior Level	3	0	0	0	0	0	0	0	0		
4FI-2 - Protective Service-Sworn-Fire-Mid Level	10	3	1	2	0	1	0	0	0		
4FI-1 - Protective Service-Sworn-Fire-Entry	38	8	2	2	1	3	2	0	0		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level	3	0	0	0	0	0	0	0	0		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level	5	0	1	0	0	0	0	0	0		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry	14	1	2	0	1	0	0	0	0		
5EC - Protective Service - Non-Sworn - Emergency	7	0	7	0	0	0	0	0	0		
5LE - Protective Service - Non-Sworn - Law Enforcement	1	0	1	0	0	0	0	0	0		

Promotion Summary by Old Job

For Period: 7/1/2011 to 6/30/2012

6AC - Administrative Support - Accounting	4	1	2	0	0	0	1	0	0		
6CI - Administrative Support - Code Inspections	4	1	2	0	1	0	0	0	0		
6EC - Administrative Support - Emergency Communication	2	0	1	0	0	0	0	0	0		
6ER - Administrative Support - Engineering Related	1	0	0	0	0	0	0	0	0		
6GA - Administrative Support - General Administrative	11	5	8	0	2	1	1	0	1		
6GM - Administrative Support - General	1	1	0	1	0	0	0	0	0		
6HR - Administrative Support - Human Resources	6	1	4	1	0	0	0	0	0		
6LE - Administrative Support - Law Enforcement	4	0	1	0	0	0	0	0	0		
6LL - Administrative Support - Legal	1	0	1	0	0	0	0	0	0		
6OS - Administrative Support - Office Support	18	8	11	2	4	1	1	0	0		
6SP - Administrative Support - Store & Purchases	2	1	2	0	1	0	0	0	0		
6WA - Administrative Support - Water	6	0	1	0	0	0	0	0	0		
7AM - Skilled Craft - Auto Maintenance	1	0	0	0	0	0	0	0	0		
7BT - Skilled Craft - Building Trades	1	0	0	0	0	0	0	0	0		
7GM - Skilled Craft - General Maintenance/Trades	3	0	0	0	0	0	0	0	0		
7WA - Skilled Craft - Water	4	1	0	0	1	0	0	0	0		
8GM - Service Maintenance - General Maintenance/Trades	15	1	1	0	1	0	0	0	0		
8PR - Service Maintenance - Parks/Recreation	5	1	2	0	0	1	0	0	0		
8WA - Service Maintenance - Water	2	0	0	0	0	0	0	0	0		
Totals	#	241	43	77	12	15	7	5	1	3	
	%		17.84	31.95	4.98	6.22	2.90	2.07	0.41	1.24	

D. Compensation Systems

As part of its affirmative action obligations, the City has conducted a compensation analysis to determine whether there are pay disparities on the basis of gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If the City discovers significant salary differences between men and women or non-minorities and minorities, it will determine whether they are the result of legitimate, nondiscriminatory factors such as tenure, time in job, time in grade, performance, education, previous experience, etc. Where appropriate, the City will take all reasonable and immediate steps to make any necessary adjustments.

E. Terminations

The City has evaluated its termination practices to determine whether there are disparities on the basis of gender, race or ethnicity. When terminations or reductions in force are necessary, the City makes its decisions without regard to race, color, religion, sex, age, disability, sexual orientation, gender identity, veteran status, national origin, or any other characteristic protected by applicable law. A report summarizing terminations by job group follows:

Termination Summary

City of Portland

July 2012 Annual Affirmative Action Plan (Quarter 4 FY11-12)

Portland, OR

Termination Summary

For Period: 7/1/2011 to 6/30/2012

	Total	Min	Fem	Asi	Blk	His	Ind	Pac	Two		
1BI - Officials/Admin - Building Inspections	7	0	1	0	0	0	0	0	0		
1BT - Officials/Admin - Building Trades	2	0	0	0	0	0	0	0	0		
1CI - Officials/Admin - Code Inspections	2	1	1	0	1	0	0	0	0		
1DR - Officials/Admin - Directors	6	2	4	0	2	0	0	0	0		
1EN - Officials/Admin - Environmental	3	0	1	0	0	0	0	0	0		
1ER - Officials/Admin - Engineering & Related	9	0	4	0	0	0	0	0	0		
1FI - Officials/Admin - Fire	3	0	0	0	0	0	0	0	0		
1FL - Officials/Admin - Financial	4	0	3	0	0	0	0	0	0		
1GA - Officials/Admin - General Administrative	10	1	6	0	1	0	0	0	0		
1GM - Officials/Admin - General Maintenance/Trades	3	1	1	0	1	0	0	0	0		
1HR - Officials/Admin - Human Resources	2	1	0	1	0	0	0	0	0		
1IT - Officials/Admin - Information Technology	2	1	0	0	1	0	0	0	0		
1PM - Officials/Admin - Program Management	19	2	6	0	2	0	0	0	0		
1PR - Officials/Admin - Parks/Recreation	1	0	0	0	0	0	0	0	0		
1RM - Officials/Admin - Risk Management	1	0	1	0	0	0	0	0	0		
1SP - Officials/Admin - Store & Purchases	1	1	1	1	0	0	0	0	0		
2AC - Professionals - Accounting	9	4	5	3	0	0	0	0	1		
2BO - Professionals - Botanic	2	1	1	0	0	0	0	0	1		
2CR - Professionals - Community Relations	9	3	5	1	1	1	0	0	0		
2ER - Professionals - Engineering & Related	5	1	1	1	0	0	0	0	0		
2FI - Professionals - Fire	1	0	0	0	0	0	0	0	0		
2GA - Professionals - General Administrative	1	0	0	0	0	0	0	0	0		
2HR - Professionals - Human Resources	3	1	1	0	1	0	0	0	0		
2IT - Professionals - Information Technology	20	9	4	6	2	0	0	0	1		
2LE - Professionals - Law Enforcement	2	0	2	0	0	0	0	0	0		
2PL - Professionals - Planning	7	0	5	0	0	0	0	0	0		
3EL - Technicians - Electronics	3	0	0	0	0	0	0	0	0		
3EN - Technicians - Environmental	2	0	1	0	0	0	0	0	0		

Termination Summary

For Period: 7/1/2011 to 6/30/2012

3ER - Technicians - Engineering & Related	6	0	3	0	0	0	0	0	0		
3LB - Technicians - Laboratory	1	0	1	0	0	0	0	0	0		
3LE - Technicians - Law Enforcement	1	0	1	0	0	0	0	0	0		
3RM - Technicians - Risk Management	1	0	0	0	0	0	0	0	0		
4FI-4 - Protective Service-Sworn-Fire-Executive	1	0	0	0	0	0	0	0	0		
4FI-3 - Protective Service-Sworn-Fire-Senior Level	6	0	0	0	0	0	0	0	0		
4FI-2 - Protective Service-Sworn-Fire-Mid Level	8	1	0	0	0	1	0	0	0		
4FI-1 - Protective Service-Sworn-Fire-Entry	28	2	2	1	0	1	0	0	0		
4LE-4 - Protective Service-Sworn-Law Enfr-Executive	4	0	0	0	0	0	0	0	0		
4LE-3 - Protective Service-Sworn-Law Enfr-Senior Level	3	0	0	0	0	0	0	0	0		
4LE-2 - Protective Service-Sworn-Law Enfr-Mid Level	16	2	5	1	0	0	0	0	1		
4LE-1 - Protective Service-Sworn-Law Enfr-Entry	34	3	5	0	2	1	0	0	0		
5CI - Protective Service - Non-Sworn - Code Inspections	1	0	0	0	0	0	0	0	0		
5EC - Protective Service - Non-Sworn - Emergency	13	0	10	0	0	0	0	0	0		
5PR - Protective Service - Non-Sworn - Parks/Recreation	2	0	0	0	0	0	0	0	0		
5WA - Protective Service - Non-Sworn - Water	1	0	0	0	0	0	0	0	0		
6AC - Administrative Support - Accounting	3	1	1	0	0	1	0	0	0		
6CI - Administrative Support - Code Inspections	2	1	1	0	0	1	0	0	0		
6EC - Administrative Support - Emergency Communication	1	1	1	0	0	0	1	0	0		
6ES - Administrative Support - Exempt	1	1	0	0	0	1	0	0	0		
6FI - Administrative Support - Fire	1	1	0	0	1	0	0	0	0		
6GA - Administrative Support - General Administrative	13	6	11	5	1	0	0	0	0		
6GM - Administrative Support - General	1	0	1	0	0	0	0	0	0		
6LL - Administrative Support - Legal	2	0	1	0	0	0	0	0	0		
6OS - Administrative Support - Office Support	17	1	13	1	0	0	0	0	0		
6PM - Administrative Support - Program Management	2	1	1	0	1	0	0	0	0		
6WA - Administrative Support - Water	3	1	0	0	0	0	0	0	1		
7AM - Skilled Craft - Auto Maintenance	6	0	1	0	0	0	0	0	0		
7BI - Skilled Craft - Building Inspections	2	0	0	0	0	0	0	0	0		
7BT - Skilled Craft - Building Trades	1	0	0	0	0	0	0	0	0		
7EN - Skilled Craft - Environmental	4	1	0	0	0	1	0	0	0		
7GM - Skilled Craft - General Maintenance/Trades	17	1	1	0	0	0	1	0	0		
7PR - Skilled Craft - Parks/Recreation	2	0	1	0	0	0	0	0	0		

Termination Summary

For Period: 7/1/2011 to 6/30/2012

7WA - Skilled Craft - Water	4	0	0	0	0	0	0	0	0		
8BO - Service Maintenance - Botanic	2	0	0	0	0	0	0	0	0		
8CR - Service Maintenance - Community Relations	1	1	0	0	1	0	0	0	0		
8ER - Service Maintenance - Engineering and Related	2	0	1	0	0	0	0	0	0		
8GM - Service Maintenance - General Maintenance/Trades	34	6	5	1	3	2	0	0	0		
8PR - Service Maintenance - Parks/Recreation	7	1	2	0	1	0	0	0	0		
8WA - Service Maintenance - Water	2	0	1	0	0	0	0	0	0		
Totals	#	395	61	123	22	22	10	2	0	5	
	%		15.44	31.14	5.57	5.57	2.53	0.51	0.00	1.27	

(Leave this page blank.)

5. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that the City fully complies with all the technical phases of its affirmative action obligations:

- A. Equal Employment Opportunity posters are prominently displayed in each City location.
- B. The City notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- C. The City requires that all of their qualified contractors and subcontractors develop and maintain a written AAP.
- D. The City's employment application has a statement concerning Equal Employment Opportunity.
- E. All recruitment agencies and area schools and colleges will continue to be notified of the City's commitment to the goals of affirmative action.
- F. All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- G. All other required affirmative action notices and policy statements are posted on City bulletin boards and are updated annually.
- H. All personnel and employment records made or kept by the City are retained for the required period as mandated by OFCCP regulations.
- I. The City files the EEO-4 reports with the appropriate agency every odd-numbered year.

Development and Implementation of Action Oriented Programs

41 C.F.R. 60-2.17

Action Programs Support

1. The City encourages members of management to serve on merit employment councils, community relation boards, and similar organizations.
2. The City and its employees participate in a variety of community support programs and/or organizations such as:
 - Hispanic Metropolitan Chamber Scholarship Awards Banquet
 - Martin Luther King, Jr. Skanner Breakfast
 - Asian Reporter Scholarship Awards Banquet
 - Basic Rights Oregon Annual Oregonians Against Discrimination Luncheon
 - Urban League of Portland
 - Partners in Diversity
 - Say Hey Northwest
 - Breakfast of Champions
 - Latino Youth Summit
 - Asian Youth Summit
 - Russian Youth Conference
 - IRCO (Immigrants and Refugee Community Organization)
 - Asian Family and Child Services
 - Native American Youth Association
 - NW ADA & IT Center
 - Coalition Against Hate Crimes
3. The City will make available any of its personnel for lectures promoting women and minorities in the industry.
4. The City will publicize the achievements of minority, nonminority, female, and male employees in local and minority news media.

In addition to our regular program of Corporate Giving, City of Portland regularly honors requests for donations in the form of contributions, advertising, and services. City of Portland and its employees plan, sponsor, and participate in numerous community-oriented activities and social programs, including the United Way and Blood Donor Programs.

Internal Audit and Reporting System

In accordance with 41 C.F.R 60-2.17

The City has developed and implemented an auditing system that periodically measures the effectiveness of its total AAP. The City views the activities that are listed below as critical to the success of the AAP.

1. The Affirmative Action Officer will continue to monitor records of applicant flow, referrals, placements, rejected offers, training, transfers, promotions, terminations, and any layoffs or recalls to ensure that the City's nondiscriminatory policy is carried out. Procedures are reviewed and revised as problems are identified.
2. Top management is and will continue to be informed of any problems that arise in their respective areas so that immediate and appropriate steps can be taken to resolve any issues.
3. The City recognizes its responsibility to affirmative action and is committed to fulfilling this responsibility by complying with all government regulations and laws pertaining to equal employment opportunity. As part of this commitment, management will be kept abreast of developments in the affirmative action area. The primary vehicle for communication with management will be periodic affirmative action briefings.
4. The Affirmative Action Officer will generate internal reports on a regular basis to evaluate the degree to which equal employment opportunity and organizational objectives are being obtained.
5. The City will review report results with all levels of management as to the degree to which their affirmative action goals and compliance are being attained, and will design and implement corrective actions, including adjustments in programs, as needed.
6. Progress on the City's AAP will be discussed at supervisors meetings, and relevant information will be communicated to employees during regular departmental meetings as appropriate.
7. The Affirmative Action Officer will periodically report to the Human Resources Director of the City and other appropriate top management on the effectiveness of the program and will submit recommendations for improvement.

Conclusion

The AAP Year, 2012, shows a continued commitment to equal employment opportunity and affirmative action, and has strong plans to ensure both City and employee success.

Through its Affirmative Action Officer, Lynda Lewis, the City will continue to communicate its policies, both within the organization and to the community in which we work. The Human Resources Director affords the Affirmative Action Officer full authority to take action to implement the plan and to pursue solutions to problems that might impede the progress of this plan.

At the close of City of Portland's most recent plan year, an analysis of the composition of workforce was undertaken. The workforce was analyzed by job group and by bureau to determine the employment of minorities and women, and to identify if placement goals are indicated when compared to the appropriate available workforce. This analysis revealed 12 areas or job groups in which the difference between incumbency versus estimated availability was statistically significant showing that for the overwhelming majority of the workforce, employment levels of women and minorities are representative of our recruiting population.

The 12 areas or job groups that require more focus are:

No. Job Group & Title	Area(s) Requiring More Focus
1. 1BO: Officials/Admin – Botanic	Females
2. 2FI: Professionals – Fire	Females
3. 3EL: Technicians – Electronics	Females
4. 3EN: Technicians – Environmental	Females & Total Minorities
5. 3ER: Technicians – Engineering & Related	Hispanics
6. 4LE-1: Protective Service-Sworn – Law Enforcement-Entry	Hispanics & Native American
7. 5LE: Protective Service-Non-Sworn – Parks/Recreation	Females
8. 5WA: Protective Service-Non-Sworn – Water	Females
9. 6ER: Administrative Support – Engineering Related	Females
10. 6LE: Administrative Support – Law Enforcement	Females & Total Minorities
11. 8BO: Service Maintenance – Botanic	Total Minorities
12. 8GM: Service Maintenance – Gen Maintenance/Trades	Total Minorities

Nonetheless, the City expects to continue its successful outreach efforts and to ensure all that all applicants and employees are treated fairly, based on job related criteria and without regard to race, color, religion, sex, age, disability, sexual orientation, gender, identity, veteran status, national origin or any other characteristics protected by applicable law.

The City is mindful of the fact that continued achievements in the area of equal employment opportunity and affirmative action are important. As a result, we have included additional action-oriented plans and programs for recruiting, communication, and reporting, to ensure that our compliance with affirmative action continues in good stead.

Finally, it should be noted that the City's thorough analysis of its workforce reveals that the City of Portland is in full compliance with sex discrimination guidelines and that there is no evidence of discrimination in any form against female employees. As outlined in this AAP, the City of Portland is ready and willing to make affirmative action both a commitment and continued reality.

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Action Strategies

City Council Affirmative Action Policy Statements

(Leave this page blank.)



Office of Mayor Charlie Hales
City of Portland

Introduction

Mayor Charlie Hales supports the principles of equal employment opportunity and affirmative action. This office is committed to maintaining City-wide policies and actions through adoption and monitoring of ordinances and rules, which will ensure equality of opportunity and access to all employment and services by City government. Our staff will work with other elected officials, the Office of Management and Finance, and the Office of Equity and Human Rights to maintain or revise City ordinances as necessary to prohibit job discrimination by all employers within the City of Portland and to promote more equitable practices leading to measurably improved outcomes.

Equal Employment Opportunity

The employees in the Mayor's Office are at-will employees who serve at the pleasure of an elected official. While civil service procedures are not required, this office will utilize selection procedures to recruit applicants who reflect the diversity of the Portland community, including ethnic groups, women, veterans, and persons with disabilities who historically have been underutilized in the workforce. This office will not discriminate in terms and conditions of employment on any basis prohibited by law, ordinance, rules, or regulations, as contained in the attached memorandum to all employees, which will be updated and distributed annually.

Affirmative Action Strategies

Internal

- Continue to develop and institute changes that will make the Office more welcoming and inclusive for all employees and visitors
- Ensure all members of the Office receive training on Diversity, Affirmative Action, Equity, and the differences between them.
- Develop and use performance standards to evaluate bureau directors and executives on the Mayor's staff in carrying out the strategies of the Affirmative Action Plan.
- Ensure all employees receive training in how to avoid and respond to issues of harassment and discrimination.
- Use networks accessed through the Office of Neighborhood Involvement and the Office of Equity and Human Rights, diverse community resources such as minority news media, social programs, and ethnic networks to develop policy, communicate with underrepresented groups in the community, and to engage them in the political process
- Seek volunteers from underrepresented groups for all boards, commissions and committees to which the Mayor recommends appointments

- Work to provide intern and work study positions to expand opportunities for members of underutilized groups. Whenever feasible, internships and work study positions should be paid.
- Consider funding for and staffing of City programs that promote the City's Affirmative Action goals as a core service and important priority.

Affirmative Action Strategies continued

External

- Monitor implementation of affirmative action compliance strategies in the bureaus and offices supervised and include in annual Budget submission
- Include performance measures for EEO and affirmative action in evaluating the performance of all bureau executives and managers.
- Work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to propose, review, revise and/or promote ordinances which prohibit discrimination and encourage Affirmative Action by employers conducting business within the city limits.
- Attend and encourage staff to attend activities which promote diversity and inclusiveness.



Commissioner Nick Fish
City of Portland

Introduction

As an elected official of the City of Portland, Commissioner Nick Fish supports the principles of equal employment opportunity and affirmative action. This office is committed to maintaining City-wide policies and actions through adoption and monitoring of ordinances and rules which will ensure equality of opportunity and access to all employment and services by City government. Our staff will work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to maintain or revise City ordinances as necessary to prohibit job discrimination by all employers within the City of Portland and promote more equitable practices leading to measurably improved outcomes.

Equal Employment Opportunity

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Internal

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- Seek volunteers from underrepresented groups for all Boards, Commissions and committees to which the Commissioner recommends appointments.
- Provide intern and work study positions to expand opportunities for members of underutilized groups. Whenever feasible, internships and work study positions should be paid.
- Consider funding for and staffing of City programs that promote the City's Affirmative Action goals as a core service and important priority.

External

- Monitor implementation of affirmative action compliance strategies in the bureaus and offices supervised and include in annual budget submission.
- Include performance measures for EEO and affirmative action in evaluating the performance of all bureau executives and managers.
- Work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to propose, review, revise and/or promote ordinances which prohibit discrimination and encourage Affirmative Action by employers conducting business within the city limits.
- Attend and encourage staff to attend activities which promote diversity and inclusiveness.



CITY OF

PORTLAND, OREGON

Amanda Fritz, Commissioner

1221 SW Fourth Avenue, Suite 220

Portland, Oregon 97204

(503) 823-3008

amanda@portlandoregon.gov

March 12, 2013

Introduction

As an elected official of the City of Portland, Commissioner Amanda Fritz supports the principles of equal employment opportunity and affirmative action. This Office is committed to maintaining City-wide policies and actions through adoption and monitoring of ordinances and rules which will ensure equality of opportunity and access to all employment and services by City government. Our staff will work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to maintain or revise City ordinances as necessary to prohibit job discrimination by all employers within the City of Portland and promote more equitable practices leading to measurably improved outcomes.

Equal Employment Opportunity

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External

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- Attend and encourage staff to attend activities which promote diversity and inclusiveness.

Sincerely,



Amanda Fritz
Commissioner, City of Portland



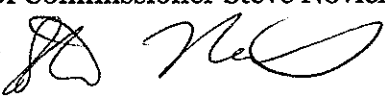
CITY OF
PORTLAND, OREGON
OFFICE OF PUBLIC SAFETY

COMMISSIONER STEVE NOVICK
1221 SW 4th Ave. Suite 210
Portland, Oregon 97204
Phone: 503-823-4682
Fax: (503)-823-4019
novick@portlandoregon.gov

April 24, 2013

MEMORANDUM

TO: All Employees of the Office of Commissioner Steve Novick

FROM: Commissioner Steve Novick 

SUBJECT: Equal Employment Opportunity and Affirmative Action

The purpose of this memo is to restate our commitment to the policy and practices of equal employment opportunity and affirmative action.

It will continue to be the policy of the Office of Commissioner Steve Novick to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, marital status, sexual orientation, source of income, or physical or mental disabilities not constituting a bona fide qualification in all personnel actions including but not limited to recruitment, evaluation, selection, promotion, compensation, training and termination.

It is our policy to promote the realization of equal employment opportunity through a positive program of affirmative action. This policy extends to all programs and services offered or provided by the Office of Commissioner Steve Novick.

My expectation is that all employees will work in a manner in accordance with this policy. I am confident that our shared efforts will continue to contribute to our goals, vision and mission.

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CITY OF

PORTLAND, OREGON

Dan Saltzman, Commissioner
 1221 S.W. 4th Avenue, Room 230
 Portland, Oregon 97204
 Telephone: (503) 823-4151
 Fax: (503) 823-3036
dan@portlandoregon.gov

Introduction

As an elected official of the City of Portland, Commissioner Dan Saltzman supports the principles of equal employment opportunity and affirmative action. This Office is committed to maintaining City-wide policies and actions through adoption and monitoring of ordinances and rules which will ensure equality of opportunity and access to all employment and services by City government. Our staff will work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to maintain or revise City ordinances as necessary to prohibit job discrimination by all employers within the City of Portland and promote more equitable practices leading to measurably improved outcomes.

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The employees in our Office are at will employees who serve at the pleasure of an elected official. While civil service procedures are not required, this Office will utilize selection procedures which will recruit applicants who reflect the diversity of the Portland community including ethnic groups, women, veterans, and persons with disabilities who historically have been underutilized in the workforce. This Office will not discriminate in terms and conditions of employment on any basis prohibited by law, ordinance, rules, or regulations, as contained in the attached memorandum to all employees which will be updated and distributed annually.

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- Provide intern and work study positions to expand opportunities for members of underutilized groups. Whenever feasible, internships and work study positions should be paid.
- Consider funding for and staffing of City programs that promote the City's Affirmative Action goals as a core service and important priority.

Affirmative Action Strategies continued**External**

- Monitor implementation of affirmative action compliance strategies in the bureaus and offices supervised and include in annual Budget submission.
- Include performance measures for EEO and affirmative action in evaluating the performance of all bureau executives and managers.
- Work with other elected officials, the Office of Management and Finance and the Office of Equity and Human Rights to propose, review, revise and/or promote ordinances which prohibit discrimination and encourage Affirmative Action by employers conducting business within the city limits.
- Attend and encourage staff to attend activities which promote diversity and inclusiveness.

Action Strategies

Bureau Affirmative Action Strategies

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1010
Bureau of Environmental
Services
(BES)

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1010
Bureau of Environmental
Services
Affirmative Action Strategy

2013 - 2017

Dean Marriott
Bureau Director

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I. INTRODUCTION

The Bureau of Environmental Services (BES) is strongly committed to the principles and ideals of both affirmative action and diversity. This BES Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Plan, and all applicable rules therein.

BES has a number of effective strategies already in place that address and strengthen our commitment to affirmative action and cultural diversity in the workplace. We have seen our workforce change reflecting a change in our community as well as a change in BES hiring practices. We have also found that as we hire more employees of diverse cultural backgrounds, the bureau has been enriched with expanded vision, and new ideas, methodologies and communication styles. Some of the current affirmative action practices and objectives include:

1. BES has Value Statements that serve as guiding principles and reflect how we approach our work. Two of our BES Value Statements reflect our commitment to both affirmative action and diversity:

“Respect and honor the diversity and contributions of our co-workers.”

“Value and promote the equitable development and use of minority, women and emerging small businesses.”

2. Our managers adhere to the 10 Management Principles adopted by the Bureau to guide BES management decisions. Two principles that speak to diversity and affirmative action. They are:

“Affirm the Bureau's commitment to diversity and affirmative action”

“Extend the same basic respect for everyone.”

3. The Bureau's updated strategic plan includes equity as a guiding principle and specifically addresses hiring and recruiting efforts to “attract a diverse workforce that reflects the diversity of the community we serve.”
4. BES has had continuing and active participation on the Citywide Diversity Committee, and currently has two employees serving on the Citywide Equity Committee.
5. BES has formed the Committee for Workplace Excellence (CWE), which is an employee committee that monitors the character and environment of the workplace, and promotes actions for improvement. The CWE administers an annual workplace excellence survey that was updated in the past two years to include questions that addresses bureau strategies to increase affirmative action and diversity.
6. The bureau's Diversity Committee is a subset of the CWE and has been charged as the coordinators of the bureau's affirmative action and EEO activities. The BES Diversity Committee reviews the Affirmative Action Utilization Analysis Reports each quarter to identify job categories which show low representation of women and minorities and to develop strategies to address these.

7. Additionally, the EEO Coordinator for the Bureau reports directly to the Bureau Director. This reporting alignment within the Office of the Director ensures swift and effective attention to EEO issues that may arise from employees.

II. ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES

By examining the data from the various sources listed above, the Bureau identified areas needing improvement:

- Representation of minorities in categories of jobs showing underutilization
- Continuing education or training for managers, supervisors and general staff on affirmative action and diversity
- Organizational knowledge of efforts the bureau carries out to make services accessible to minority and disabled communities and outreach efforts to those communities
- Availability of expert and helpful assistance in recruitment of minority and disabled applicants for bureau positions

III. PLACEMENT OBJECTIVES

Since the Bureau's last Affirmative Action Strategy report, BES has increased diversity in the Professionals and Skilled Craft categories and in the Botanic and Engineering & Related areas of the Technician category.

According to the Bureau of Human Resources Affirmative Action Report for the 2012 quarter 4 reporting period, BES is underutilized:

- 1EN-Officials/Administrators-Environmental, 3 total minorities
- 6EN-Administrative Support-Environmental, 1 female
- 8ER-Service & Maintenance-Engineering & Related, 1 total minority
- In the Professionals category, for:
 - 2AC-Professionals-Accounting, 1 female
 - 2IT-Professionals-Information Technology, 1 total minority
- In the Technician category for:
 - 3EL-Technicians-Electronics, 2 females
 - 3EN-Technicians-Environmental, 5 total minorities and 9 females
 - 3LB-Technicians-Laboratory, 3 total minorities
 - 3RM-Technicians-Risk Management, 1 female

BES acknowledges that there is work to do in the next few years to get these numbers more in line with the percentages available in the community. BES intends to continue to increase our utilization of affirmative action strategies in order to further affect our workforce by focusing on the following areas:

- Develop a 5 year staffing plan that evaluates the future technological needs of current positions and develop training programs to fulfill these needs.
- Retain and increase employee diversity
- Ensure all employees have access to career development opportunities in the workplace

- Eliminate barriers and perceptions of bias from the workplace
- Provide outreach to women and minorities to expand the qualified applicant pool.

To fully achieve the goals in the above mentioned areas we require the assistance of the City's Bureau of Human Resources (BHR) to provide us with guidance in these areas. With their expertise and guidance we can improve our outreach and recruitment tools.

We will also continue to survey all BES employees through the Committee for Workplace Excellence's annual survey of the workplace characterization. This survey will impart information to employees on the strategies the bureau has used to increase affirmative action and diversity, and will give feedback to the Committee on areas we need to concentrate our efforts.

We will continue to analyze and review the Utilization Analysis Report quarterly for all subsequent years and make procedural changes to affect needed adjustments.

Fiscal Years 2013-2017

BES Affirmative Action Strategies Baseline Report

Scott Turpen, BES Affirmative Action Coordinator
(503) 823-7104

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment: (Develop a diverse workforce)	Promote BES as an employer.	Produce publications highlighting BES as an employer of choice. Target schools, universities, community organizations.	Promote BES as employer of choice and broaden applicant base.	Scott Turpen	Ongoing. Review publications annually for relevance to current Bureau work.
	Offer internships to high school and college students.	Contact and post announcements at schools, universities, and community organizations.	Promote BES as employer of choice and broaden applicant base.	Scott Turpen, Partner with Outreach, Employment & Diversity Resources (OEDR)	Ongoing. Review annually
	Work with BHR-Outreach, Employment & Diversity Resources (OEDR) to more actively recruit for diversity.	Coordinate with BHR to maximize the use of best practices and innovation in recruiting out-reach efforts.	To broaden applicant base by attracting candidates with varied skill sets and life experiences.	Scott Turpen, Partner with OEDR Coordinate with BHR (HRBP, Site Teams Managers & Sr. HRA)	Ongoing work with BHR

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Recruitment: (Develop a diverse workforce)	Training and information for managers for hiring for diversity.	Management training in multicultural interview techniques including requiring diversity on interview panels.	Increase diversity of new hires.	Sue Williams, Partner with BHR's Training and Workforce Development Manager	Cultural Competency Training-ongoing
Retention: (Keep diverse workforce)	Administer the bureau Peer program.	Promote PEER program to all BES employees via brochures, emails, staff newsletters, posters; track monthly PEER contacts.	To provide all employees, including women and minorities, a safe and confidential place to express workplace concerns. PEER Program Volunteers provide referrals to resources and support structures that can help employees, including women and minorities, resolve workplace issues.	Alice Coker	Ongoing program. New volunteers recruited every two years.
	Staffing Plan.	Develop a 5 year staffing needs assessment and plan with an eye to how changing technology may affect skill requirements.	Set direction for training programs necessary to help existing staff meet changing skill requirements, and/or help enhance their ability to be viable candidates for changing positions needs.	Scott Turpen	Ongoing. Review at least annually in conjunction with Bureau's 5 year planning process to keep in line with changing Bureau requirements.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Retention: (Keep diverse workforce)	Management Excellence Program.	360 degree survey for all managers and supervisors.	Provide feedback on performance in relation to 10 Mgmt Principles.	Sue Williams	Ongoing
	Cooperative Leadership Institute.	Participate in Cooperative Leadership Institute.	Develop future City leaders.	Sue Williams	Ongoing
	Workplace Excellence Program: Workplace Environment Survey.	Survey of all BES employees about workplace environment.	Track trends in employee satisfaction with workplace environment.	Sam Murray	Ongoing
	Employee training and career development.	Providing training opportunities for BES employees.	Increase employee knowledge and skills, enabling improved performance and job satisfaction.	Lynne Casey Scott Turpen Sue Williams	Ongoing
	Cultural Celebrations.	Host and participate in Cultural Celebrations.	Inform and educate BES employees about different cultures.	Jenny Martinez - BES Diversity Committee	Ongoing annually
	Evaluate BES' Cultural Competence.	Focus groups.	Evaluate the current status of diversity efforts in BES; develop a diversity specific survey.	Jenny Martinez - BES Diversity Committee	FY 2014

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Retention: (Keep diverse workforce)	Manager's knowledge of diversity offerings and affirmative action goals.	Diversity Survey of Managers; Equity Training for managers.	BES managers knowledge of City/BES affirmative action goals, diversity trainings and existing issues.	Jenny Martinez - BES Diversity Committee	Every two years, starting in 2013
	Participate on Citywide Equity Committee.	Assist with citywide effort to promote the recognition and removal of racially inequitable policies and practices.	Serve as liaison between City Equity Committee and Bureau's Diversity Committee.	Karyn Hanson Chris Collett	2013 Ongoing
Statistics: (Quantify and track progress)	Track new hires, internal movement; separations.	Quantify and track progress using tools such as exit interviews, etc.	Evaluate hiring practices; determine necessary changes; Determine why employees leave the bureau; track trends. Evaluate the results; determine appropriate actions.	Scott Turpen Partner with Human Resources Business Partner (HRBP)	Review quarterly and report progress annually. Report to BHR every 6 months.
	Makeup of current workforce.	Affirmative Action Utilization Reports - Evaluate under-represented positions.	Determine which positions may be in need of more extensive recruitment.	Scott Turpen and BES Diversity Committee	Review quarterly and report progress annually. Report to BHR every 6 months.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Scott Turpen Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Scott Turpen Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

1020
Portland Fire & Rescue
(PF&R)

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1020

Portland Fire & Rescue
(PF&R)
Affirmative Action Strategy

2013-2017

Erin Janssens
Fire Chief

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Introduction

Portland Fire & Rescue's Affirmative Action Compliance Strategy is written in accordance with the City's Affirmative Action Plan and all applicable rules therein.

Workforce diversity and cultural competency are important priorities to Portland Fire & Rescue (PF&R). A diverse workforce supports the City's equity goals and helps us to better reflect and serve all of the people who live and work here.

Portland Fire & Rescue will continue to build upon the success of its Trainee program as a viable route for under-represented groups to enter and succeed in the fire service. Portland Fire & Rescue will take steps to reinvigorate outreach efforts of the PF&R Recruiter, develop a strategy to reach out to all under-represented groups and Veteran's, and to improve recruitment opportunities through community partnerships.

PF&R seeks to recruit, hire, and encourage promotional opportunities for all employees.

Diversity in Sworn Positions

Since Portland Fire & Rescue began its Firefighter Trainee program in 1993, the number of diverse employees in sworn positions within the Bureau has greatly increased. Many members who were recruited through this channel have promoted into supervisory positions throughout the organization.

Since 2012, the highest position attainable in the organization is held by a diverse member of our workforce. The Fire Chief for Portland Fire & Rescue is the first woman to hold this position in the history of the organization. The Chief started her career with PF&R in 1988 working her way through the ranks to the level of Chief.

When the 2008-2012 Portland Fire & Rescue Affirmative Action Strategy was published, there were 42 members of under-represented groups that had promoted to positions above the rank of firefighter. Since that time, this number has grown to 56 members.

Assessing the Previous Plan

In addition to measuring success through data supplied by Human Resources, PF&R has assessed its previous action plan items and performance measures.

Below is a summary showing final outcomes of the 2008-2013 Plan:

- Policy Statement: Policy statement which supports the 2013-2017 Affirmative Action Plan to be issued to all PF&R employees.
- Avenues for Employee Complaints: Issues successfully addressed through training on HR Administrative Rules. 100% of all new hires attend an orientation session that discusses inappropriate behaviors, expectations, and avenues to express concerns or complaints. Our entire workforce receives Administrative Rule changes that affect all city employees.
- Diversity Hiring: PF&R's Firefighter Trainee program continues to serve as our most effective tool in hiring a diverse workforce. In the absence of hiring, the PF&R recruiter will continue to cultivate relationships with underrepresented groups in the community.
- Human Resources Rules Regarding Workplace Behaviors: General Order 41, completed February 24th, 2011. Supervisors are directed to ensure that subordinates are aware of all HR rules and provide training when appropriate.
- Communicate with Staff: Followed planned action by inviting staff to diversity meetings and workshops that featured guest speakers from under-represented groups. The Chief will continue to visit all fire stations at least annually, and to address employees through the "Chiefs Corner" television program.
- Partnering with Labor: The PF&R Labor Management Committee continues to address issues affecting the workplace.
- Funding: Should funding become available, PF&R will consider conducting another cultural re-assessment of the organization.
- Training: PF&R is in the process of completing all citywide mandated HRAR 2.02 training and will participate again in 2014.

Placement Objectives

Portland Fire & Rescue has and will continue to comply with federal regulations that require equal employment opportunity and affirmative action in order to employ, retain and promote women and minorities. As an organization, we are committed to move forward with our efforts to better reflect the communities that we serve.

The availability data provided by the City's Bureau of Human Resources indicates underutilization the following job groups:

2FI Professionals – Fire	3 females
4FI Protective Services – Sworn-Fire-Executive	2 minorities, 1 female
6FI Administrative Support – Fire	1 female
7AM Skilled Craft – Auto Maintenance	1 minority

FISCAL YEARS 2013-2017
AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT
Portland Fire & Rescue
February 15, 2013

Mark Kaiel, Fire Deputy Chief, Training, Safety & EMS Division
(503) 823-3944

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Firefighter Recruitment	Reinforce commitment to maintain and enhance hiring practices and outreach efforts that will increase workforce diversity.	Continue national recruitment through job fairs, websites and other publications.	Increase the number of women and minorities who apply for firefighter positions.	Chief Training Officer Recruiting Officer Chief Core Management Team	On-going
		Continue Firefighter Trainee Program as hiring resumes.	Increase the number of women and minorities who apply for firefighter positions.	Chief Training Officer Chief Core Management Team Partner with BHR-OEDR	On-going

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Firefighter Recruitment	<i>(Cont.)</i> Reinforce commitment to maintain and enhance hiring practices and outreach efforts that will increase workforce diversity.	Outreach efforts will focus on underrepresented groups in the community, by contact through local schools, job fairs, and contact with local youth organizations.	Increase the number of women and minorities who apply for firefighter positions.	Chief Training Officer Recruiting Officer, CORE Management Team Partner with BHR Sr. HR Analyst and Focused Outreach Recruiter	On-going
	Evaluate study and mentor opportunities for groups that are underrepresented.	Improved success in testing process.	Increased opportunities to hire diverse candidates.	Chief Training Officer Recruiting Officer Chief Core Management Team	3- months prior to each written exam
	Develop plan for Portland Fire & Rescue stations to develop relationships with youth organizations in their Fire Management Areas to foster interest in the fire service.	Review yearly productivity reports to determine level of involvement.	Exposure of underrepresented groups to fire personnel and the opportunity to foster the development of a future workforce.	Fire Chief, Chief Training Officer PF&R Recruiter and partner with BHR Sr. HR Analyst and Focused Outreach Recruiter	On-going

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Promotions	Reinforce commitment to maintain and enhance promotional practices that will increase workforce diversity.	Provide coaching and mentoring to encourage women and minorities to apply for promotions.	Increase the number of women and minorities who hold officer positions.	Chief Training Officer Fire Chief Core Management Team	On-going, Create a mentor program to help prepare employees for promotional opportunities
		Establish a system of “job shadow” opportunities in all divisions of PF&R to provide experience for all interested in promotions.	Increase the number of women and minorities who hold officer positions.	On-duty Deputy Chief Fire Chief Core Management Team	On-going
Recruitment for "Skilled Craft- Auto Maintenance" job group	Reinforce commitment to maintain and enhance hiring practices and outreach efforts that will increase workforce diversity.	Provide outreach to trade schools, and partner with other bureaus to enhance the list of people available.	Increase the number of minorities in the "Skilled Craft- Auto Maintenance" job group.	Recruiting Officer Logistics Officer Fire Chief Core Management Team Partner with BHR-Outreach, Employment & Diversity Resources (OEDR)	To be determined, based on when the position becomes available to fill.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment for “Administrative Support - Fire” job group	Reinforce commitment to maintain and enhance hiring practices and outreach efforts that will increase workforce diversity.	Provide outreach to colleges, universities, and partner with other bureaus to enhance the list of people available.	Increase the number of minorities employed in the “Administrative Support - Fire” job group.	Chief Bureau Operations Manager-MSD Division Head Fire Chief Core Management Team	On-going
Retention	Conduct a cultural reassessment	Select a vendor to conduct the reassessment Review data to determine if further cultural competence training is necessary.	Maintain the number of women and minorities at all levels of the organization.	Chief Training Officer Fire Chief Core Management Team	As funding becomes available
	Ensure a respectful, healthy, and diverse work environment for all employees, and create a useful model that other bureaus might find beneficial in their efforts.	Provide further cultural competence training if determined necessary by the reassessment.	Maintain the number of women and minorities at all levels of the organization.	Chief Training Officer Cultural Assessment Implementation Task Force members Fire Chief Core Management Team	If training is deemed necessary, initiate efforts to develop training, as funding becomes available

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Education/Employee Development	Invite PF&R staff to diversity meetings and/or workshops featuring guest speakers from underrepresented populations.	Invite PF&R staff to at least two meetings a year when a guest speaker or trainer is featured.	To promote the importance of workforce diversity by educating staff.	Chief Training Officer, CORE Management Team	Ongoing
Recruiting and Retention Opportunities	Develop a plan to make to make regular contact with underrepresented groups.	Identify and develop strategies that will support the most effective recruiting venues.	To recruit in venues that will give Portland Fire & Rescue exposure to women and minorities.	PF&R Recruiting Officer	Quarterly reporting
Recruiting Materials	Update recruitment materials to have the most impact possible. Update as needed.	Development of a recruitment video, enhance web site and brochures, solicit assistance from the communications group to develop outreach message.	To confirm that recruitment materials reflect Portland Fire & Rescue's values and commitment to a diverse workplace.	Chief Training Officer PF&R Recruiter and partner with BHR Sr. HR Analyst and Focused Outreach Recruiter	On-going
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Fire Chief Partner with OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Fire Chief Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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Office of Government
Relations
(OGR)

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City of Portland

1030

Office of Government Relations

**Affirmative Action Strategy
2013 -2017**

**Martha Pellegrino
Bureau Director**

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I. Introduction

The Office of Government Relations (OGR) provides government representation for all City bureaus and offices, the Mayor, and members of the City Council in advancing City objectives with the Congress, State Legislatures and other governments. The office also provides assistance to City Council members in achieving their outlined goals and objectives.

The Office of Government Relations is strongly committed to the principles of equal employment opportunity, affirmative action, and diversity. This OGR Affirmative Action Strategy is written in reliance upon the City's Affirmative Action Plan and all applicable rules therein.

II. Assessment of Current Affirmative Action Strategies

The initial strategies that will be adopted in support of equal employment opportunity and affirmative action are:

- The OGR Director will review and, if necessary, revise the job duties to accurately reflect current duties and responsibilities.
- OGR will ensure that hiring interview panels are diverse, have been trained in multicultural interview techniques and are subject matter experts in accordance with the City Council Resolution on City Hiring Panels, adopted on December 13, 2012.
- OGR will review existing hiring and supervision practices to determine what, if any, barriers exist to increasing the diversity of the work force, and create steps to reduce and eliminate those barriers.
- The Bureau Director will be accountable for increasing workforce diversity, improving the work environment and reducing the effects of bias based behavior in the workplace. The Bureau Director will develop and use performance standards to evaluate managers and supervisors performance in carrying out the strategies of the affirmative action plan.
- The Bureau Director will ensure that all employees understand the administrative rules governing workplace harassment, including sexual harassment.
- Managers, supervisors, and employees will be trained in how to deal effectively with workplace harassment.

III. Placement Objectives

The fourth quarter (2012 annual report) affirmative action data from the Bureau of Human Resources indicates that ORG has no underutilization for minorities, and is underutilized by 1 female in the job group Officials /Administrators – Exempt.

Affirmative Action Strategies for Veterans and individuals with Disabilities:

OGR will take action to ensure equal employment opportunity and affirmative action for veterans and individuals with disabilities. With the support of BHR, OGR will:

- provide opportunities for training of employees at all levels to increase their ability to work with individuals with disabilities;
- review policies and procedures and/or modify as necessary to promote successful employment and retention of covered veterans and individuals with disabilities.

1030-Office of Government Relations
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: Office of Government Relations

Date of Report: May 7 2013

Name and position of person submitting report: Martha Pellegrino

Telephone Number: 503 823-4130

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Assess utilization of minorities/women	Review data provided by the BHR.	In partnership with BHR Outreach Employment & Diversity Resources (OEDR) establish priorities for outreach and hiring.	Clarify goals as a bureau.	OGR manager to be assigned. Partner with OEDR.	July 1, 2013
Training	Review attendance records for Rule 2.02 Training.	Ensure employees and managers have attended required trainings on EEO, harassment & discrimination. Encourage participation in Regional Diversity Conference.	Increase employee awareness of EEO/AA policies and objectives.	Partner with HR Business Partner and Training & Workforce Development Manager.	October 2013

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Procedures, policies and practices	Review existing hiring and supervision practices to determine what, if any, barriers exist to increasing the diversity of the work force. Create steps to reduce and eliminate those barriers.	Survey employees to determine if they perceive any barriers to equal employment.	Discover and remove any barriers to hiring or promotion.	Partner with BHR Business Partner to make EEO/AA a part of an overall organizational development strategy.	Establish survey by December 31, 2013
Hiring	Develop contacts in the focus communities.	OGR Managers and employees will attend community events where diverse groups are present.	Ensure that minorities, women, veterans and individuals are recruited for open positions in OGR.	Director and employees to be designated. Partner with OEDR.	Ongoing

1040
Portland Housing Bureau
(PHB)

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1040
Portland Housing Bureau

Affirmative Action Strategy

2013-2017

Traci Manning
Bureau Director

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Introduction

The Portland Housing Bureau strongly believes in the value of Equal Employment Opportunity. These strategies are written in support of the City's Affirmative Action Plan. As part of our policy, the Portland Housing Bureau provides an inclusive workplace, affirmative action and equal employment opportunities for all qualified individuals without regard to race, religion, skin color, gender, marital status, familiar status, national origin, age, mental or physical disability, sexual orientation, source of income, or veteran's status in all personnel actions, including recruitment, evaluation, selection, promotion, compensation, training and termination. Our work place culture reinforces these policies and many employees recognize that our community development work is enhanced as a result of these efforts.

The purpose of these Affirmative Strategies is to reaffirm the commitment of the Portland Housing Bureau to equal employment opportunity and affirmative action, to identify areas of underutilization in our bureau, and to identify action plans and quality improvement projects which move our department toward being a better community partner through hiring, promoting and retaining a more diverse workforce.

The bureau has created an Equity Council composed of members of the Executive Leadership Team, managers and staff members who have indicated an interest and commitment to working together on the Bureau's Equity Agenda. This committee has a role in shaping the organizational development elements of the PHB Equity Agenda, and can be a strong and vital link in assuring that PHB is an inclusive workplace, consistent with our affirmative action objectives and practices.

The PHB Equity Council (EC) will provide a forum for discussion and a source for advising PHB leadership on the following:

- Implementation of the PHB Equity Agenda
- Adapting and formalizing an Equity Lens for PHB decision making
- Development of a PHB bureau equity plan (required for all city bureaus)
- Liaison with the Citywide Equity Committee (CEC representative should be a member of PHB Equity Council)

Assessment of Current Affirmative Action Strategies

The Portland Housing Bureau has an executive management team that is strongly committed to diversity in all aspects of the bureau's work internally and externally. In the period from 2010, to 2012, due to federal and local budget reductions, the Bureau absorbed reductions in force from 75 to 55. Despite this, we were successful in retaining women and people of color and continue to reflect a diverse workforce.

As of July 1, 2012 people of color represent 33% and women represent 66% of all Bureau employees. The PHB Executive team is comprised of 50% people of color and 75% women. There are no identified Native Americans at the bureau although some of the Latino staff do indentify as Native from the Americas, PHB should concentrate recruitment efforts in the Native American community. Women are not currently under-represented in any targeted categories.

While the bureau is in compliance with City policy regarding affirmative action and the hiring of people of color and women, retaining and developing its diverse workforce will require thoughtful strategies.

The bureau encourages staff to offer suggestions on how to improve and increase diversity and cultural awareness in our workforce and community partners. Our Equity Council reviews comments and suggestions and may include them in future plans. The Director holds her managers accountable for implementing Office of Affirmative Action and diversity goals consistently throughout the bureau.

Placement Objectives

The bureau and the City of Portland promote equal opportunity of employment for qualified individuals without regard to their race, color, religion, national origin, sex, marital status, sexual orientation, source of income or physical or mental disabilities not constituting a bona fide qualification. This policy applies to and must be an integral part of all aspects of the bureau's personnel policies and practices for employment, training, advancement, termination and treatment of all employees and applicants for employment with the bureau. Compliance with the EEO Policy and Affirmative Action Plan will be part of the acceptable standards of performance for all employees.

There is no current underutilization for women or minorities in any of the job groups for Housing Bureau employees. The bureau will continue to monitor our utilization of affirmative action strategies in order to further affect our workforce in the following areas.

1. Retain parity and employee diversity
2. Ensure that women and people of color receive equitable treatment in the workplace
3. Eliminate barriers and perceptions of bias from the workplace
4. When positions are available, assertively recruit members of communities of color, veterans and persons with disabilities to increase the diversity of the qualified applicant pool.
5. Offer internships and other opportunities to members of communities of color, veterans and persons with disabilities.

Recommendations

- Data: Collect race/ethnicity on all current employees in the format “alone or in combination with other races, with or without Hispanics”. For example, an employee could identify as both White and Native American and Hispanic/Latino, versus having to select “multi-racial” or “other.” This would create a slight over-count, but would be in accordance with recommendations from the Coalition of Communities of Color.
- Concentrate recruitment efforts in historically under-represented communities: African American, Latino, Native American and Asian Pacific Islander.

- Concentrate recruitment efforts in Immigrant and Refugee communities.
- Increase opportunities for PHB staff to learn/discuss Equity/diversity issues as they relate to their employment and the impacts on sub-recipient contractors and their clients.

Conclusion

The Portland Housing Bureau promotes equal opportunity of employment for qualified individuals. Compliance with the EEO policy and Affirmative Action Plan is a standard of performance for all employees. The Portland Housing Bureau will promote these policies in all activities related to hiring, promotion, and retention of employees, and in our efforts to engage citizens in working towards our common goals for the future.

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FISCAL YEARS 2013-2017
AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT
Portland Housing Bureau
Updated 01/13

Leslie Goodlow, Business Operations Manager
503-823-4160

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Retention; (Keep diverse workforce)	Staffing Plan.	Develop a two-year staff plan with an eye on how the changing housing industry may affect skill requirements.	Set directions for training programs necessary to assist existing staff meet changing skill requirements and/or help enhance their ability to be viable candidates for changing positions needs.	Executive Management Team, HR Business Partner	On-going. Review at least annually in conjunction with the Bureau's Two-year planning process to keep in line with changing Bureau requirements.
	Cooperative Leadership Institute.	Participate in Cooperative Leadership Institute.	Develop future City leaders.	Executive Team selects employee	Ongoing
	Workplace Excellence Program: Workplace Environment Survey.	Survey of all PHB employees about workplace environment.	Track trends in employee satisfaction with their workplace environment.	Antoinette Pietka	Annually each Fiscal year in July starting in 2013.
	Provide training for career development and opportunities .	Compile a matrix of available training in a variety of subject work related. Include career development training on all work plans.	Make it easy for staff to find appropriate training. Track to ensure training reaches all employees.	Equity Council Director & Management Team	Ongoing February 2013

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Retention; (Keep diverse workforce)	Ensure promotional opportunities for women and people of color.	Utilize appropriate recruitment process to enhance opportunities, e.g., expanded transfer vs. open recruitment.	Ensure equal opportunity for existing employees to compete for promotional opportunities.	Hiring managers	On-going for each new recruitment
	Utilize the Exit Interview Process to obtain data regarding reasons employees leave the bureau.	Review exit interview forms with bureau director and look for trends in exiting.	To track and document reasons employees leave the bureau.	Managers/HR/Compliance Coordinator	On-going
Recruitment & Outreach	Evaluate, update and implement revised PHB outreach & recruitment plan.	Revise and implement an outreach plan for each recruitment.	Increase number of employment applications received from under-represented group members.	Equity Council , BHR, Stella Martinez	Ongoing
	Increase contact with potential applicants from under-represented group members.	Attend Job Fairs and provide information about PHB career opportunities.	Broaden applicant pool for future job opportunities.	Stella Martinez, and PHB volunteer staff Partner with BHR Outreach Recruitment and Diversity Resources (OEDR)	Annually a minimum of 1 per year.
	Increase contact with potential applicants from under-represented group members.	Provide college work experience for students.	Provide training opportunities to under-represented groups.	Stella Martinez, Managers and supervisor Partner with BHR Outreach Recruitment and Diversity Resources s	On-going
Hiring Practices	Ensure that hiring processes are fair and consistent.	Write at least one interview question that is culturally competent.	Hire and promote a diverse workforce.	Hiring Managers, Partner with HR Business Partner	On-going

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Hiring Practices	Ensure that hiring processes are fair and consistent.	Ensure that interview panels are as diverse as practical.	Hire and promote a diverse workforce.	Hiring Managers & Stella Martinez, Partner with HR Business Partner	On-going
Create a supportive working environment that attracts qualified applicants	New employees will be required to attend HR 2.2 training within 3 months of their employment.	Employee feel free from harassment and discrimination of any type.	Increase the awareness that inappropriate behavior has a negative effect on our ability to attract and retain new employees.	Managers, Supervisors, Director and staff	As new employees are hired they will be registered for this training.
Cultural Competency	Support staff and management skills in cultural competency and awareness of diversity issues.	Continue to send staff & managers to the annual City/County Diversity Conference.	Training Implemented.	Bureau Director	Annual
	Support staff and management skills in cultural competency and awareness of diversity issues.	Participate in BHR –led EEO-AA, cultural competency, and diversity trainings.	Training Implemented.	Bureau Director, Partner with BHR Training Manager	As offered
	Support management skills in cultural competency and awareness of diversity issues.	Culturally competent management training series offered by the City.	Increase Management skills and awareness of diversity/equity issues in the workplace and their impacts.	Management Team, Stella Martinez, Partner with BHR Training Manager	On-going
Communicate EEO/AA plan to Staff	Incorporate EEO/AA policy as a quarterly management team meeting agenda item.	Check quarterly for any changes to the plan.	Provides opportunity for staff input on where changes are needed in the plan.	Bus Operations Mgr	On-going

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Contracts	Ensure EEO/AA best practices language is incorporated in RFP/RFQ's and all contract documents.	Currently complying with this practice – however, check periodically for changes to language.	Ensures the bureau is following both City and Federal EEO best practices.	Bus Operations Mgr	Ongoing
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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City Attorney's Office

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1090
Office of City Attorney

Affirmative Action Strategy
2013-2017

James H. Van Dyke
City Attorney

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Introduction

This Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Plan, and all applicable rules therein. The City Attorney's Office is committed to comply with the City's affirmative action policy. It has been and continues to be the policy of the City Attorney's Office to provide an inclusive workplace, including affirmative action and equal employment opportunities for all qualified individuals without regard to race, religion, skin color, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, source of income, or veteran's status in all personnel actions, including recruitment, evaluation, selection, promotion, compensation, training and termination.

Assessment of Current Affirmative Action Strategies

It is the intent of the City Attorney's Office to hire the most qualified professional and para-professional candidates for all employment opportunities the office has available. An obstacle that is faced throughout Oregon is the small number of qualified, licensed minority applicants for positions in the legal field. The objectives of this office include widening the awareness of the legal field in general as an option for women and minorities who are tomorrow's workforce.

- **RECRUITMENT**

For positions available in the office, we continue to advertise job opportunities through the Oregon State Bar minority publications and committees, including the OSB's Affirmative Action Program, Diversity Jobs list serve, and the Oregon Minority Lawyer's Association. We also advertise attorney and non-attorney positions in minority newspapers including, but not limited to, Hispanic News, The Scanner, and The Asian Reporter.

Internships for school year and summer law clerks are advertised at law schools through their EEO recruitment offices, and we have a strong history of hiring minority law clerks and interns. It has become a practice that at least one of the three law clerks hired for summer positions is a minority student, usually from a recognized school's Enhancement Program or Affirmative Action Program.

The City Attorney's Office will work to develop recruiting sources that target the inclusion of covered veterans and individuals with disabilities. As positions become available, the office will ensure that the office facilities will accommodate applicants and employees with disabilities.

- **OUTSIDE ACTIVITIES**

The Oregon State Bar has recognized the lack of minorities in the legal field in the State of Oregon. One way to increase the potential is to bring to students the notion of law as a career goal in both the public and private sectors. City Attorney Office staff participate in a wide variety of activities outside of the office, promoting diversity in the field of law and, indirectly, representing the role public lawyers have in government.

Several of our staff coach high school and college clubs and groups that have related interest to law. Attorneys act as coaches to high school Constitutional Law teams. We have attorneys who are active in the High School Constitutional Law teams and have participated in these programs for years.

Additionally, our attorneys are active members of the Oregon State Bar's Diversity Inclusion Committee and the Oregon Minority Lawyers Association Image Program.

Among other activities, attorneys participate in teaching moot court, Lewis & Clark Legal Tax Clinic (instructing students in how to litigate tax cases), providing *pro bono* work for the Low Income Taxpayer Clinic, mentoring first year law students, and participating in mock trials.

The Oregon State Bar has several "Sections" or divisions of practices that hone expertise and interest in a variety of specific areas. These sections organize Continuing Legal Education courses, publish on particular subject areas, and promote their areas of specialty. The City Attorney's Office has all lawyers signed up as members of the OSB Diversity Section. In addition, staff are members of the Oregon Women Lawyers Section and Oregon Gay & Lesbian Law Association. They have planned and written curriculum for the Disability Law section, and others.

- **RETENTION**

The City Attorneys' Office recognizes that it takes time and effort to maintain the highly skilled and diverse workforce that we enjoy. Staff are highly encouraged to participate in activities within the City structure and outside to enhance their skills, enlarge their scope of competence, and find enjoyment in their work place. The Diversity Development Plan for the City Attorney's Office highlights many of the activities that we sponsor and encourage.

- **OTHER RELATED ACTIVITIES**

EEO Committee – Formed in 2002, the Committee consists of attorney and non-attorney staff, and has representation of both women and minorities.

In-house Education – One staff member is now a trainer for the City's Understanding Racism series. Staff are encouraged to attend cultural diversity and racism classes offered by the City.

Several staff members teach and facilitate EEO and ADA related courses for City employees, including Cultural Diversity training. A member of our EEO Committee is also a member of Diverse Empowered Employees of Portland (DEEP).

Placement Objectives

Employment in the City Attorney's Office covers eight EEO classifications. For the most part, women and minority employees are well represented in the various employment categories of this office.

Officials/Admin (Legal) – This classification includes Chief Deputy City Attorneys and Senior Deputy City Attorneys. The statistical reports suggest a slight underutilization in minority employment in this area. Attorneys in this section are generally either promoted from within because of evidenced ability to handle complex legal matters, or are hired into positions that will handle specific types of multifaceted and complex legal work. Because our Chief Deputies and most of our Senior Deputies historically have been promoted from within, we expect that we will see increasing numbers of minority lawyers in those positions over time, through promotion of currently employed minority Deputies. To the extent we have a need to fill these positions through outside hiring, we will continue our efforts to recruit qualified minority candidates.

The statistical reports show that the following areas of employment are not underutilized. As positions arise, the office continues to place importance on inclusive recruitment and hiring methods.

Professional – General Administrative (includes Business Operations Supervisor)

Professional – Financial (includes Sr. Financial Analyst)

Professional – Information Technology (includes IT Analyst III)

Professional – Legal (includes Deputy City Attorneys, Law Office Administrator, Assistant Program Specialist, Paralegal Supervisor, Legal Assistant Supervisor)

Paraprofessional – Legal (includes Sr. Paralegal; Paralegal; Sr. Legal Assistant)

Administrative Support – Legal (includes Legal Assistant)

Administrative Support – Office Support (includes Office Support Specialist II)

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Fiscal Years 2013-2017 Affirmative Action Strategies Baseline Report

Office of the City Attorney
July 1, 2013

Carrie Wilton, Senior Paralegal
503-823-3091

Area of Focus	Specific Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected End Date
Recruitment Problem: Limited number of minority lawyers in Oregon available for hire	Increase visibility in Oregon law schools	Take part in minority recruitment job fairs at Oregon law schools and minority law Association	Increase awareness of public law as a practice choice	James H. Van Dyke	Yearly as opportunities are scheduled by law schools and associations
Recruitment Problem: Limited number of minority lawyers in Oregon available for hire	Increase visibility in Oregon law schools	Participate in the Minority Law Clerk hiring and placement programs at Lewis & Clark College	Provide minority students an opportunity to work in public sector law	James H. Van Dyke	Semi-annual meetings to identify activities
Recruitment Problem: Limited number of minority lawyers in Oregon available for hire	Increase visibility in the Legal Community	Participate in Oregon State Bar Sections specifically for minority and women	Increase awareness of public law as a practice choice	James H. Van Dyke All Attorneys	Bi-monthly discussions of activities planned
Recruitment Problem: Limited number of minority lawyers in Oregon available for hire	Increase visibility in the greater-Portland community	Participate in high school and college clubs and organizations with a focus on law	Encourage youth to consider law/ government as a career choice, in a range of job classifications including attorneys and non-attorneys	All staff	Semi-annual discussion of activities planned and underway

Area of Focus	Specific Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected End Date
Recruitment	Increase visibility in the greater-Portland community	Meet to discuss activities in recruitment process	Assess where resources have been expended – and what needs to be continued	James H. Van Dyke Carrie Wilton Partner with BHR Outreach Employment and Diversity Resources (OEDR)	Semi-annual
Training	Increase awareness and sensitivity to diversity and EEO needs	Attorneys required to obtain 45 CLE credits in a 3-year period including ethics and diversity ¹	Meet or exceed required EEO/AA credits	All Attorneys	Monthly as classes are provided
	Increased awareness of commitment to diversity	Increase number of employees who are aware of office's commitment to diversity via formal documents	Increase awareness of diversity goals	James H. Van Dyke	Continuing
	Increased awareness of commitment to diversity	Provide staff with focused discussion on the diversity goals and objectives office wide and City wide	Increase staff awareness of diversity goals	James H. Van Dyke Carrie Wilton	Bi-monthly at staff meetings

¹ The Minimum Continuing Legal Education rules [of the Oregon State Bar] require that all regular active members complete forty-five (45) hours of approved continuing legal education activities in each three (3) year reporting period. Of those forty-five (45) hours, nine (9) must be on the subject of professional responsibility; one of the nine (9) professional responsibility hours must be on lawyers' child abuse reporting obligations. **Three (3) of the nine (9) professional responsibility hours must be on "elimination of bias,"** which is defined as an activity "directly related to the practice of law and designed to educate attorneys to identify and eliminate from the legal profession and from the practice of law biases against persons because of race, gender, economic status, creed, color, religion, national origin, disability, age or sexual orientation." [MCLE Rule 3.2 and 5.5](#). [emphasis added]

Area of Focus	Specific Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected End Date
<i>(Cont.) Training</i>	Increased awareness of commitment to diversity.	Meet with staff to discuss training opportunities and goals.	Increase awareness of diversity goals.	James H. Van Dyke Carrie Wilton	Semi-annual
<i>Veterans</i>	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	James H. Van Dyke Partner with OEDR	Ongoing
<i>Individuals with Disabilities</i>	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	James H. Van Dyke Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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City Auditor's Office

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CITY OF PORTLAND

Office of City Auditor LaVonne Griffin-Valade

1221 S.W. 4th Avenue, Room 140, Portland, Oregon 97204

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1100-City Auditor

AFFIRMATIVE ACTION STRATEGY

Fiscal Years 2013 – 2017

Submitted to the Bureau of Human Resources
February 21, 2013

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I. INTRODUCTION

Portland has long been a leader in working for government accountability, largely through the efforts of the Office of the City Auditor. The City Auditor answers directly to the public and is an independent entity from City Council. They advocate for efficient service delivery to Portlanders, effective management of the City organization, and open and transparent processes. Accountability is a major focus of all the City Auditor's programs, which include conducting performance audits, administering City elections, maintaining order and accessibility of all official City records, overseeing the Council agenda and meetings, providing civilian oversight of the Portland Police Bureau, administering impartial hearings of appeals to City decisions, local improvement district assessments, foreclosure proceedings, and providing independent investigations of complaints.

The work of the City Auditor's Office has been and continues to be committed to the principles of equal employment opportunity, affirmative action, and equity. The Auditor's Office recognizes the need to prioritize a diverse and equitable workplace that is representative of the community at large. Divisions within the Auditor's Office work toward building relationships with underrepresented communities, providing accountability to the public, and being responsive to the needs of culturally diverse audiences and/or people with disabilities. In accordance with the Auditor's overall strategic direction and equity goals, the Office of the City Auditor has had a long-standing policy to provide an inclusive workplace, including affirmative action and equal employment opportunities for all qualified individuals (per [Human Resources Administrative Rule 2.01](#) and the bureau's [Employee Handbook](#)). Our office has developed its 2013-2017 Affirmative Action Strategy to reaffirm our commitment to these principles in reliance upon the City's Affirmative Action Plan, and all applicable rules therein.

II. ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES

For the 2008-2012 plan years, the current City Auditor inherited the following affirmative action strategies identified by the previous Auditor:

- 1) Outreach – develop and implement an outreach and recruitment plan
- 2) Work environment – comply HR 2.02 training for employees

Our performance was mixed for these two strategies. A specific outreach and recruitment plan was not developed as anticipated. However, we exceeded expectations in the number and types of activities to create a supportive working environment.

The Office of the City Auditor is a small bureau with a diverse portfolio of programs. In general, the bureau is comprised of professional staff and experiences very little fluctuation in size or employee turnover. The number of authorized full-time equivalent (FTE) positions increased over the period by one position to about 47.12 FTE at the end of fiscal year 2011-12. However, we experienced an increase and subsequent decrease in authorized positions during the intervening years. Moreover, authorized positions were sometimes vacant during the period.

Outreach activities to minority and female candidates

The Office of the City Auditor created new positions, promoted from within, and experienced some turnover during the reporting period. We collaborated with our liaison at the Bureau of Human Resources to plan for position vacancies and, if applicable, conduct outreach broadly within various community, media, and profession-specific outlets. Outreach was conducted in accordance with HR Bureau policies and depending on the nature of the position, to targeted minority and professional groups at the division level.

Activities to create a more supportive work environment

During the period, new employees received the mandatory staff training on workplace harassment, discrimination and retaliation per the City's [Human Resources Administrative Rule 2.02](#) and the [Auditor's Office Employee Handbook](#). In addition, tenured employees received the "refresher" course pursuant to HR policy requirements. At the end of fiscal year 2012, all but two employees were current; by March, 2013 100% of bureau employees will be current with this requirement.

In addition to the specific actions above, the Office of the City Auditor performed other related activities that contributed to its work environment. For example, the bureau:

- Delivered an “All-Staff” retreat in 2011. The second annual meeting is scheduled for March 2013 and includes training from the Office of Equity and Human Rights.
- Celebrated the Independent Police Review’s Outreach Coordinator who received the City of Portland Diversity Award in 2011 for improving community trust, developing relationships with the public, and expanding the recruitment of diverse applicants to the Citizen Review Committee.
- Reestablished and supported the bureau’s committee for diversity and equity in 2012, and identified the bureau’s staff representative to the newly formed Citywide Equity Committee.
- Continued to request information during staff performance evaluations about how the bureau could improve diversity and cultural awareness, collaboration, and customer service.
- Supported the participation of staff on the Diversity and Empowered Employees of Portland (DEEP).
- Encouraged and facilitated the continued participation of staff in the City’s Annual Diversity Conference.
- Increased outreach efforts of the 24/7 anonymous tip line to receive complaints about City actions administered by the City Ombudsman.
- Implemented or is in the process of implementing 100% of Americans with Disabilities Act (ADA) access requirements for all office sites.
- Offered internship opportunities at the Independent Police Review, Audit Services, and the Archives and Records Center from underserved populations as part of the Mayor’s Summer Youth Program.
- Continued to offer multi-lingual and accessible resources for the City (bureau staff proficient in foreign languages are listed as resources for Information & Referral) and members of the public (e.g. Council meetings are closed captioned; Spanish speaking Complaint Investigator on staff; brochures offered in various languages – Chinese, Korean, Russian, Somali, Spanish, Vietnamese).
- Identified the number of veterans in the bureau: currently 3 employees (about 6 percent).

III. PLACEMENT OBJECTIVES

Human Resources provides data on utilization in job categories

The Bureau of Human Resources (BHR) prepares quarterly reports of the City of Portland’s Affirmative Action (AA) data. The reports contain comparison data for all job groups in a bureau. The job groups come from Equal Employment Opportunity (EEO) classifications and, within each job group, there may be several different job classes. Data used for this Plan is from the fourth quarter of fiscal year 2011-12.

The reports contain a wide array of data about the current workforce – including what percentage of women and minority are currently in each job group. BHR receives data for use in these reports that identifies the availability in the community for each job group. The availability figure comes from an analysis of many factors including education level, training, etc., that determines how many women or minorities are available for that job area. The AA reports then compare the current (or “incumbency”) vs. the availability data and state whether a placement goal is needed and a numerical placement goal.

According to the incumbency vs. estimated availability reporting data from BHR, the EEO job groups with placement objectives show data determined to be statistically invalid at fourth quarter of fiscal year 2011-12.

Office of the City Auditor is fully utilized in 90 percent of EEO job groups

Given the size of our bureau, the shortfall report provides the best available data to inform our development of Placement Objectives. At the end of fiscal year 2011-12, the Office of the City Auditor had 44 employees within 11 EEO job groups, and fully utilized the available pool of candidates in all but one job group:

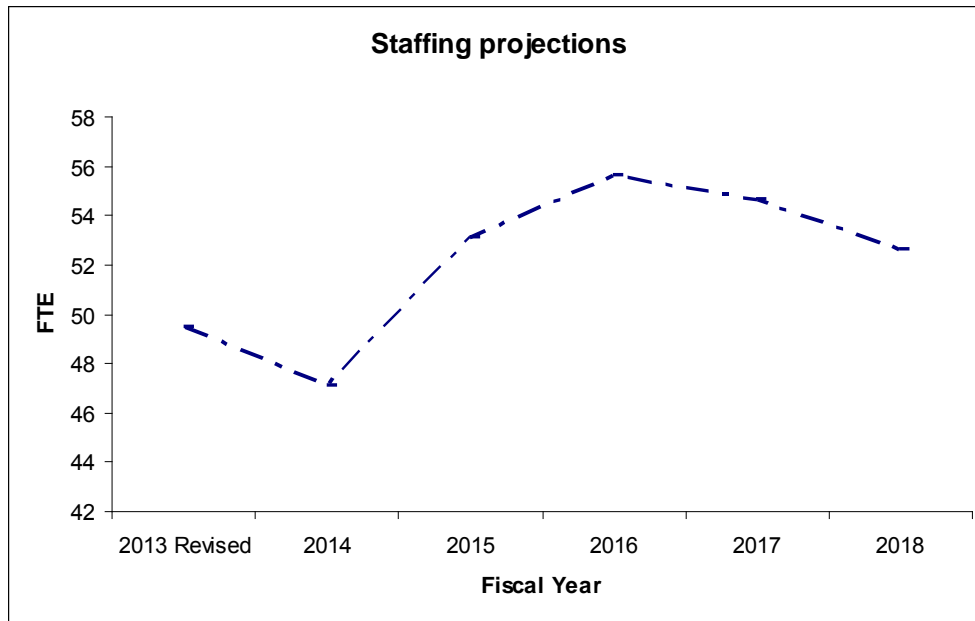
EEO Job Group and Categories		Total Employees	Persons Required
Officials/Admin	Financial	1	0
	General Administrative	10	0
	Program Management	3	0
Professionals	Community Relations	2	0
	General Administrative	11	0
	Information Technology	1	0
	Legal	1	0
	Program Management	2	0
Administrative Support	General Administrative	4	1 Female
	Office Support	7	0
	Program Management	2	0

The group specified above that is not fully utilized includes the Director's Executive Assistant (1), Senior Administrative Specialist (1), and Record Center Assistants (2). The Auditor's Office will continue the strategies that have helped the Office to be successful in achieving affirmative action goals.

Potential changes in fiscal years 2013-17

The Office of the City Auditor has recently submitted its requested budget for fiscal year 2013-14, which includes the five-year financial plan for fiscal years 2013-18. In addition, the budget monitoring process (BMP) is ongoing. Based on currently available projections, the following position recruitments may occur during the affirmative action review period:

- Complaint Investigators (2.5 FTE) in the Independent Police Review (in response to the City's settlement with the Department of Justice)
- Council Clerk/Contracts support staff (1.0 FTE)
- Hearings Clerk (0.5 FTE)
- Deputy Ombudsman position (0.5 FTE)
- Assistant Archivist position and additional staffing during the Citywide rollout of TRIM (between 2.0-5.0 FTE)
- Position in the Foreclosure program (1.0 FTE)



Source: Five-year financial plan in the bureau's fiscal year 2013-14 requested budget (note: does not reflect staffing changes pending in the FY 2012-13 Winter BMP).

Given the small size of the bureau and projected staffing changes, the current staffing utilization is susceptible to change with any new hire, departure or retirement of current employees, and layoff scenario. For example, we currently have eleven employees (22 percent of bureau workforce) who are retirement eligible in the next five years. As a result, it will be important for the Office of the City Auditor to ensure that utilization data and other bureau standards for equity are reviewed quarterly/annually, as appropriate. In addition, this review is necessary to ensure the bureau is keeping up with current hiring plans, as placement goals in this report are not static (see corresponding action strategy).

The intent of the Office of the City Auditor is to hire the most qualified professional candidates for all employment opportunities the office has available. The Office of the City Auditor has identified action objectives for the plan year 2013-2017 and the associated method for achieving these objectives in Section IV below.

IV. AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: Auditor's Office

Date of Report: 02/21/13

Name and position of person submitting report: Deborah Scroggin, Management Analyst

Telephone Number: 503-823-3546

Area of Focus	Planned Action	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Workforce Planning A	Identify current workforce profile and update regularly for long-term tracking and monitoring over multiple administrations.	1) Identify and prioritize appropriate information to track (e.g. female/minority representation, veteran/ADA needs, retirement eligibility, retention rate, number of open positions, etc.). 2) Develop plan for reporting data. 3) Evaluate and report assessment results within the first quarter of following fiscal year.	Proactively prepare for recruitment and forecast succession planning needs.	Diversity and Equity Committee to develop initial list of key information and potential methodology; Work with Management Services to prioritize and develop tracking system	Collect information as of June 30, 2014, with annual reporting due by September 30, 2014. Conduct annually thereafter.
Workforce Planning B	Document current recruitment and hiring practices.	1) Document hiring process for future hires - including hiring panels, divisions involved, and division specific steps taken.	Identify baseline practices and any variation across bureau.	Diversity and Equity Committee, Management Services, Supervising Deputies	Collect information as of June 30, 2014.

Area of Focus	Planned Action	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Workforce Planning C	Solicit information on equity and diversity issues from exiting staff.	1) Develop an exit interview/survey template to capture pertinent information. 2) Incorporate exit interview/survey in “Last Day Checklist” for departing staff and update employee manual accordingly. 3) Share information with Supervising Deputies annually.	Evaluate and track reasons for employee departures, particularly any impact on affirmative action and diversity goals.	Diversity and Equity Committee, Management Services	Start and complete project by the end of fiscal year 2015-16.
Recruitment – Outreach A	Regularly review BHR EEO/AA data and Identify areas of under-utilization according bureau equity goals.	1) Review latest EEO/AA report provided by BHR 2) Work with BHR to help Identify target applicant populations (e.g. per EEO/AA utilization data by job class/category, best practices, bureau equity goals, other standards), if any.	Increase diversity of candidate pools and subsequently new hires.	Diversity and Equity Committee, Management Services, Supervising Deputies, other staff as assigned	Start as soon as possible, particularly given upcoming hires to the Independent Police Review. Note: Benchmark activities will be refined throughout the plan period.
Recruitment - Outreach B	Develop outreach contact list to community, media, professional resources to expand outreach to target populations.	1) As appropriate, document a list of already utilized and potential outreach resources for job posting; periodically review for updates. List should include comprehensive community resources (i.e. community leaders, technical experts, professional and academic organizations/ affinity groups), and events (job fairs, conferences, speaker and panel presentations) and media (publications, listservs, etc.).	Increase diversity of candidate pools; document and increase outreach strategies for hiring.	Diversity and Equity Committee working with division directors, Management Services, partner with BHR OEDR, other staff as assigned	Start as soon as possible, particularly given upcoming hires Complete by end of fiscal year 13-14.

Area of Focus	Planned Action	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment – Hiring A	Involve females and minorities on application screening and interview panels.	<ol style="list-style-type: none"> 1) As applicable, identify list of possible evaluators and interviewers from underrepresented populations (women, minorities) that can serve as subject matter experts. 2) Include at least one evaluator/interviewer from the list for all screening and interview panels for positions currently underutilized (in accordance with Resolution 36982 – Inclusion of Minorities on City Panels). 	Improve representation of underrepresented populations in the hiring process, potentially increasing utilization through new hires.	Diversity and Equity Committee, Management Services, Supervising Deputies, other staff as assigned	Start as soon as possible but complete by end of fiscal year 2015-16.
Recruitment – Hiring B	Communicate in hiring materials the value that Office places on diversity.	<ol style="list-style-type: none"> 1) Develop standard language stating value of diversity and include in job announcements whenever possible. 2) Develop standard language in position descriptions about employee expectations regarding diverse work environments and interactions with the public whenever possible. 3) Include requirement to work within a diverse workforce and interact with the public in position descriptions and performance evaluations, whenever possible. 	Ensure that cultural competency and value of diversity is a key focus in recruitment and selection of employees.	Diversity and Equity Committee, Management Services, Supervising Deputies, partner with BHR OEDR, other staff as assigned	Continue after bureau's Equity Plan development but by end of fiscal year 2016-17.
Recruitment – Hiring C	Train staff involved in the hiring process.	<ol style="list-style-type: none"> 1) If available, recommend interviewers participate in trainings for multicultural interview techniques, and others as identified by the bureau. 2) Increase awareness for unintended bias by hiring panel members (in accordance with Resolution 36982 – Inclusion of Minorities on City Panels). 	Provide those responsible with knowledge and tools to increase diversity in recruitment, BHR OEDR, and hiring.	BHR, Diversity and Equity Committee, Management Services, Supervising Deputies, other staff as assigned	Depends on identification and availability of BHR trainings. Once completed by BHR, bureau will complete by end of fiscal year 2016-17.

Area of Focus	Planned Action	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Management Services Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Management Services Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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Portland Bureau of
Transportation
(PBOT)

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1120
Portland Bureau of
Transportation

Affirmative Action Strategy

2013-2017

Toby Widmer
Interim Director

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Introduction

Equal Employment Opportunity (EEO) is a deeply held value in the Portland Bureau of Transportation (PBOT). The managers of the Bureau of Transportation have long held the belief that our objectives can best be achieved by utilizing to the fullest extent all of the human resources available to us and by striving to be representative of the community we serve. PBOT is comprised of the following groups: Director's Office, Transportation Engineering and Development, Transportation System Management and Maintenance.

The City of Portland is committed to EEO/AA. Consistent with this commitment, City bureaus have been directed by the City Diversity Development/Affirmative Action Office to prepare a bureau-specific Affirmative Action Strategies Plan.

PBOT's Affirmative Action Strategies are being written in support of the City's Affirmative Action Plan, and all applicable rules therein. PBOT's Placement Objectives are based on deficiencies identified in the City Diversity Development/Affirmative Action Office's Utilization Data from 2006-2007 4th Quarter.

Further, to achieve the goals of this Affirmative Action and Equal Employment Opportunity Policy, the management in the Bureau of Transportation shall ensure that:

- Programs and services are available to all citizens without discrimination;
- Each bureau is in compliance with EEO laws and the City's Affirmative Action Plan;
- All employment selection decisions are monitored to ensure that good faith efforts are made toward affirmative action goals and progress;
- Responsibility is delegated to each manager and supervisor for equal opportunity and affirmative action compliance;
- All employees are fully aware of and support PBOT's commitment and responsibility to assist in implementation of this plan, emphasizing that all bureau employees must fulfill their responsibility as defined in the City Plan;
- Identify and eliminate any alleged harassment and/or discriminatory practices within the organization;
- Employees are informed of their rights to utilize the City Diversity Development/Affirmative Action Office's grievance procedures, free of retaliation;
- Appropriate disciplinary action is administered to those employees found engaging in discriminatory practices.

Portland Bureau of Transportation – Affirmative Action Strategies

In the following sections we have attached our annual communication to all employees in the Bureau of Transportation (PBOT), the PBOT Affirmative Action Strategies Baseline Report, and the Records of Compliance for the Bureau of Transportation. Like all City of Portland bureaus, hiring in the Bureau of Transportation has been impacted by budget constraints. However, while hiring has slowed compared to previous years, vacancies will be filled following employee turnover and retirements. For that reason, PBOT is using the following approach to filling vacancies:

- 1) Reach a broader audience in recruitment outreach including internal employees;
- 2) Target groups that are underutilized for filling vacant positions; and
- 3) Increase efforts to recruit and employ veterans and individuals with disabilities.

Assessment of Current Affirmative Action Strategies

In the Bureau of Transportation Affirmative Action Plan for 2008 to 2012 adopted planned actions in recruitment, selection, and training designed to address under representation in a number of job groups. Transportation participation in community job fairs such as those put on by the Urban League and Women in Trades, have improved outreach to minority and women applicants for non-traditional jobs in the organization. Transportation also advertised in local minority newspapers and national minority trade journals, as well as with minority professional organizations. This improved the applicant pools for executive and professional positions. PBOT also utilized summer job opportunities to increase minority youth exposure to transportation occupations in accordance with the affirmative action plan. In the area of training, PBOT ensured that all employees participated in training on Human Resources Administrative Rule 2.02, Harassment and Discrimination Prohibited. This ensured that all PBOT employees had an understanding of the implications of such actions.

It should be noted that during this period the Transportation Director made the selection of one executive position. This position was filled by a female. This hire brings more diversity to the Director's Team and provides a positive example of the support for EEO and Affirmative Action in the Bureau of Transportation.

A top priority for PBOT is diversity development, cultural awareness, and maintaining a safe and respectful workplace for PBOT employees. In addition to the accomplishments listed in the above paragraphs, PBOT has embarked upon an aggressive organizational development program over the last two years. Initiatives included an agency-wide inclusivity assessment, mandatory and supplemental inclusivity training re-chartered the Culture Shapers Committee. PBOT integrated a Citywide mandatory Management Diversity training series initiative including recommendations from PBOT inclusivity studies into the organizations of Affirmative Action Plan and PBOT's Diversity Development Plan. These initiatives were implemented, in part, to promote the awareness of affirmative action.

Culture Shapers

Culture Shapers is a program that is intended to address cultural issues in the workplace through enhanced communications and greater cultural awareness. The goal of Culture Shapers is to guide PBOT's success in developing a diverse workforce - one that values a dependence on each other for success, eliminates discrimination, promotes equality, and encourages the development of self-esteem. The Culture Shapers Committee has been in existence for over 19 years.

Placement Objectives

Placement Objectives are intended to provide guidance for PBOT in the recruitment, hiring and promotion efforts. Currently, mandated Federal guidelines provide for the use of two criteria (internal and external availability data) for the setting of Placement Objectives. PBOT receives this data and reports from the Bureau of Human Resources. This data was used to set placement objectives and develop action strategies.

The following are descriptions of PBOT's areas of *under-utilization* charted 4th quarter, FY 2011-12 by job group and name. The four major groups considered are Maintenance, Office of the Director, Transportation Engineering, Development and Capital, and Transportation Systems Management.

Future workforce retirements and movement will provide unprecedented opportunities to expand PBOT's hiring practices.

The under-utilization (short fall) report consists of the following identified classes: Minority, Female, Asian, Black, Hispanic, Native American, and Pacific Islander. The following details where PBOT is underutilized by position group:

- | | |
|---|-----------------------------|
| • 1PM – Officials/Admin – Program Management: | Short Fall of 1 Female |
| • 1SP – Officials/Admin – Stores & Purchases: | Short Fall of 1 Female |
| • 2PL – Professionals – Planning: | Shortfall of 2 Females |
| • 3ER – Technicians – Engineering & Related: | Short Fall of 1 minority |
| • 5GM – Protective Service – Non Sworn – General Maintenance: | Short Fall of 1 Female |
| • 6ER – Administrative Support – Engineering Related: | Short Fall of 2 Female |
| • 8GM – Service Maintenance – General Maintenance/Trades: | Short Fall of 28 minorities |

Strategies for Addressing Placement Objectives

This data was used in the development of PBOT's Affirmative Action Strategies Baseline Report. The report focuses on seven areas:

- | | |
|-----------------------------|------------------------|
| • Education and Outreach | • Training |
| • Recruitment and Selection | • Retention |
| • Work Experience | • Employee Development |
| • Collaboration | |

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Fiscal Years 2013-2017

Affirmative Action Strategies Baseline Report

Bureau of Transportation
July 1, 2013

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Outreach & Education	Produce website materials showing that PBOT is a good place to work.	<ul style="list-style-type: none"> Dedicate space on the internet to promote PBOT to potential external candidates. 	To increase the awareness of qualified people of color and women applicants.	Communications program staff.	FY 13-14 Ongoing
	Increase community involvement with diverse groups by PBOT employees and managers.	<ul style="list-style-type: none"> Identify groups and activities. Develop a list of organizations to participate with. 	Increase relationships with diverse citizen groups and individuals and become more active in the community and engage them to do the same.	PBOT Leadership Team.	Ongoing
	Partner with BHR to develop curriculum and schedule a class each year for community members to explain the city hiring process and what we look for in applications for transportation positions	<ul style="list-style-type: none"> Identify opportunities for PBOT participation. Attend Job Fairs. 	To provide women and minorities with an understanding of the processes, so that it is not a barrier to employment.	BHR Liaisons and Coordinators PBOT Director's Team	Ongoing
	Work with BHR to identify organizations that work with veterans and people with disabilities.	<ul style="list-style-type: none"> Develop relationships with those agencies who can refer individuals for positions. Post job openings at the organizations/agencies who work with veterans or people with disabilities. 	Increase outreach for veterans and people with disabilities.	PBOT Director's Team and BHR Liaisons	FY 13-14 and FY 14-15

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment & Selection	Place emphasis on diversity recruitment and selection efforts for part time, temporary and permanent positions: <ol style="list-style-type: none"> 1. Send recruitment materials and job postings to organizations with diverse affiliations (associations). 2. Post jobs in news/media outlets for culturally specific groups. 3. Ask questions pertaining to diversity and equity during the interview process. 	<ul style="list-style-type: none"> • Recruitments performed with diverse outreach techniques. • Interviews performed using questions regarding equity and diversity. • Partner with BHR Focused Outreach Recruiter and Sr. HRA to expand each pool of candidates for job openings. 	Increase diversity of PBOT workforce.	PBOT Directors Team Partner with OEDR.	Ongoing
Collaboration with other Bureaus	Work with the Office of Equity to identify opportunities for improved focus on equity and diversity in internal and external activities.	<ul style="list-style-type: none"> • Establish meetings with the Office of Equity. • Identify opportunities for improvement in current practices. 	Enhance current practices with the help of OEHR and OEDR.	PBOT Directors Team Partner with OEHR and OEDR.	FY 13-14
Training	<ol style="list-style-type: none"> 1. PBOT staff participates in training to understand racism and diversity. 2. Track training received by PBOT employees. 	<ul style="list-style-type: none"> • Attend training provided the city of Portland. • Encourage attendance at other local training. • Develop a PBOT-wide process for tracking both mandatory and optional trainings. 	<p>Increase diversity awareness for all PBOT employees.</p> <p>To ensure fairness in the training of minorities and women.</p>	PBOT Directors Team and PBOT Training Staff	FY 13-14 and FY 14-15

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Training	Work in collaboration with BHR to develop guidelines for conducting culturally neutral interviews.	<ul style="list-style-type: none"> Support and work with BHR for City provided training. Schedule training for hiring managers and EEO representatives. Brief interview panelists on guidelines as needed. 	Increase diversity awareness for PBOT management.	PBOT Training Staff	Ongoing
Employee Retention	Develop practices for retaining diverse employees.	<ul style="list-style-type: none"> Formalize exit interview process to obtain data regarding the reasons employees leave and identify barriers to lateral and vertical movement. Identify issues and recommendations through Culture Shapers and other forums. 	Create a positive work environment that is free of discrimination and that encourages long term employment.	BHR Liaisons & Coordinators, Culture Shapers	Ongoing
Internal Employee Development	Enhance internal employee opportunities through workforce development strategies and selection techniques.	<ul style="list-style-type: none"> Identify mechanisms for increasing employee development. Identify types of training for advancement. Collect data and monitor progress. 	To identify and remove barriers for lateral and/or vertical movement of minority and female employees.	PBOT Diversity Development Committee	Ongoing
Work Experience	Create and implement a summer work experience program to give experience to members of target groups and others.	<ul style="list-style-type: none"> Coordinate with BHR to identify opportunities through DD/AA, work-study, and other programs. Develop participation criteria for selection of summer employees. 	Provide women and people of color with hands-on experience, helping to enhance their ability to successfully compete for permanent jobs.	PBOT Management Team	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	PBOT Management Team Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	PBOT Management Team Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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Portland Water Bureau

(PWB)

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City of Portland
Portland Water Bureau

Affirmative Action Strategy
2013-2017

David Shaff
Water Bureau Administrator

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INTRODUCTION

The Portland Water Bureau (PWB) has developed the attached Affirmative Action Strategy in reliance upon the City's Affirmative Action Plan and all applicable rules therein.

Our Commitment

The Portland Water Bureau is committed to compliance with the Affirmative Action Policy of the City of Portland. Our goal is to provide equal employment opportunity to all qualified persons, and to recruit, hire, train, promote, and compensate persons in all jobs without regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law.

The Portland Water Bureau is committed to creating a workplace of excellence. A diverse workforce, reflective of the community that it serves and a work environment that promotes mutual respect, acceptance and teamwork, are cornerstones of workplace excellence. These deeply held values have been incorporated into the framework of the Water Bureau's Mission/Values Statement, Diversity Development Program and Employee Handbook as well as the compliance strategies that follow.

Our efforts to diversify the workforce have met with good results, and we are committed to continuing and increasing these efforts. Through the development of apprenticeship and training programs, internship opportunities, creative recruitment strategies, and promotion from within, we have been able to reduce the occurrence of underutilization in a variety of job groups. We look forward to developing additional strategies that will allow us to continue and improve our success.

Current Practices

In order to ensure a workplace that is free from harassment and discrimination, the bureau engages in the following practices:

- Recruitment efforts are made to ensure a mixed pool of candidates – in terms all of the factors included in the City's EEO policy. Where under representation exists, affirmative action steps will be taken to recruit candidates from the underrepresented groups and ensure that selection processes are open and fair to all candidates.
- Written personnel policies indicate that there will be no discrimination on any of the factors included in the City's EEO policy.
- All employees and applicants have equal opportunity to be considered for available jobs for which they are qualified, regardless of regard to race, color, religion, sex, age, disability, veteran status, national origin, or any other characteristic protected by applicable law. The bureau makes no distinction based on a person's race, religion, color, gender, marital status, familial status, national origin, age, sexual orientation, or source of income in employment opportunities, wages, work schedule, employee benefits, or any other conditions of employment.
- The bureau will provide appropriate physical facilities for both sexes. Lack of facilities will not be used to deny applicants of either gender employment opportunities.
- All employees, regardless of race, religion, color, gender, marital status, familial status, national origin, age, sexual orientation, or source of income, or any other characteristic protected by applicable law, have equal opportunity to participate in training programs sponsored by the bureau and the City, and the bureau will make special efforts to implement training that will enhance promotional opportunities.

- The bureau makes reasonable efforts to accommodate the religious observances and practices of present and prospective employees, unless such accommodation creates undue hardship on the conduct of the bureau's activities, provision of services, financial resources, creates serious personal problems, or is in violation of the City's contract(s) with its employees.
- The Portland Water Bureau is committed to taking affirmative action to employ and advance in employment qualified disabled veterans and veterans of the Vietnam era, and does not discriminate against any employee or applicant for employment because of that individual's status as a disabled veteran or Veteran of the Vietnam era.
- The Portland Water Bureau is committed to taking affirmative action to employ and advance in employment qualified disabled individuals and does not discriminate against any employee or applicant for employment because of mental or physical disability, in regard to any position for which the employee or applicant is qualified.

Current Objectives

It is the bureau's goal to continue to address areas of underutilization and promote PWB as an employer of choice among women and minorities, veterans and persons with disabilities through improved recruitment and selection strategies as well as engaging in increased outreach activities. The bureau is committed to involving all employees in these activities through their participation in job fairs, community events, school-to-work programs and other educational opportunities, and contributions to exam development and implementation.

More specifically with regard to recruitment and selection activities, our goal is to ensure that the processes used are appropriate to and reflective of the demands of the job and to not use methodologies that unnecessarily eliminate qualified candidates. We will also work to ensure that prior to opening every recruitment, a thorough analysis is done to determine the appropriate steps to address underutilization, retention or other related issues. We look forward to refining our processes with the help of the Human Resources staff that will permit us to manage the diversity of applicants at each step in the process.

Our goals also include greater emphasis on employee development to enhance promotional opportunities for all. To enhance the ability of current employees to promote, greater opportunities for skill development will be emphasized through training, upgrades and the like. Ensuring that all employees have equal access and opportunity to promotional opportunities is a cornerstone of the bureau's affirmative action strategy.

We also strive to ensure that the work environment is one which all our employees perceive as fair and equitable, and where all have the opportunity to excel.

Methodologies

As we have demonstrated during the preceding plan years, through the use of strategies such as targeted recruitments, extensive use of apprenticeships and training programs, and training for promotional opportunities, we can substantially impact underutilization. It is our goal to continue to utilize these tools to ensure a diverse and representative workforce. We will also focus on new strategies to ensure fair and equitable treatment of all employees, increase our presence in the community at large, and make PWB an employer of choice for all groups within our community.

Training and skill building for managers and supervisors are critical as well. To that end, we are ensuring that all PWB managers and supervisors attend training and receive certification through the City's Culturally Competent Manager Certification Program and complete the City's Managerial and Supervisory Training Program. Trainings that increase the ability of managers and supervisors to work effectively with all employees and to understand and reduce biases have been and will continue to be effective tools for creating a more equitable workplace where all employees can excel.

We continue to provide opportunities for learning and growth for all employees to enhance their effectiveness in their current positions as well as to take advantage of other opportunities.

The Water Bureau will continue to use problem-solving techniques to improve its outreach, recruitment, selection and retention activities. It will revise any procedures that are found to be problematic.

ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES

Through the successful implementation of a number of our planned actions, the bureau has reduced underutilization and has created a workplace of greater opportunity for all employees.

- Our recruitment and selection strategies have been targeted and successful in eliminating some of the underutilization, reducing the number of placement goals even while significantly reducing the overall number of positions. For example in FY 10 11, we had 19 different placement goals. At the end of FY 11-12, we have 17. Our hiring and selection procedures ensure the greatest diversity in the candidate pools.
- We have continued to expand our relationships with community-based organizations, by participating in job fairs, notifying them directly of recruitments, and involving individual employees in recruitment-related activities.
- We have recruited at the college level for entry-level engineering positions. Colleges and universities are selected for the diversity of their student population. This has allowed us to significantly increase the diversity of the engineering group where for a number of years there were placement goals.
- We have provided training and coaching for employees seeking promotions such that our internal promotion rate has been at approximately 65% for several years.
- We have ensured that all employees have attended the appropriate level of the City's mandatory harassment training and make it a priority after hiring new employees
- We have continued to effectively utilize apprenticeship and training programs both to diversify the workforce and to provide greater promotional opportunities for incumbents.
- We have enhanced the skill level of our workforce through training opportunities such as providing training for passing the Oregon Water Distribution Certification exam.
- We have held managers, supervisors and employees accountable for their behavior, investigating any and all reports of harassment, discrimination or unfair treatment and suggesting workplace improvements even when no harassment or discrimination was found.
- We also provided a well-received training in Micro Inequities for management staff to enable them to be more culturally sensitive in common workplace activities.
- Through our quarterly reporting on budget program goals, we continually assess ourselves.

PLACEMENT OBJECTIVES

Review of the utilization data provided by the City Affirmative Action Office, based on Utilization Reports for the fiscal year 2011-12 (July 1, 2011 - June 30, 2012), indicates that we have achieved some success in eliminating previous placement goals even in a time of rapidly changing demographics and a sluggish economy that has resulted in the loss of 34.5 positions from FY 08-09 through FY 11-12 (PWB cut another 10 in FY 12-13 and expects to lose an additional 25.5 in FY 13-14.)

Overall, the bureau has continued to improve both the hiring and the promotion of women and minorities during the period of the last plan. During the period in which the last plan was in place, the categories used for reporting and the way the jobs are grouped into categories has undergone a significant change. New job groups have been created and jobs that were once placed together into a single category may now be part of different job categories, making it difficult to make exact comparison for the period.

As of Utilization Report for FY 11-12 the following placement goals exist.

- Officials/Admin - Program Management (IPM): Females are underutilized; there is a placement goal of 2 females.
- Officials/Admin – Store & Purchases (1SP): Females are underutilized; there is a placement goal of 1 female.
- Technicians – Electronics: Females and minorities are underutilized; there is a goal of 1 minority and 1 females
- Protective Service – Non-sworn Water (5WA): Females are underutilized; there is a placement goal of 6 females.
- Administrative Support – Accounting (6AC): Females are underutilized. There is a placement goal of 2 females.
- Administrative Support – Office Support (6OS): Females are underutilized; there is a placement goal of 3 females.
- Administrative Support – Water (6WA): Females and Minorities are underutilized. There are placement goals of 1 female and 1 minority.
- Skilled Craft – General Maintenance/Trades (7GM): Females are underutilized. There is placement goal of 1 female.
- Service Maintenance – General Maintenance/Trades (8GM): Minorities are underutilized. There are placement goals of 4 Minorities.
- Service Maintenance – Water: Females, Minorities are underutilized. There are placement goals of 2 females, 2 Minorities.

Fiscal Years 2013-2017

Water Bureau Affirmative Action Strategies Baseline Report

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
Outreach	Continue/expand collaboration, with community based organizations, e.g. Women-in-Trades, In particular we will direct more outreach toward Hispanic Community resources, Veterans and Disabled persons.	Attend job fairs. Provide information about PWB and jobs. Support employees volunteering expertise to enhance organizations' work. Participate in community events. Educate these groups in City/PWB hiring processes. Develop relationships with various community based organizations.	Bailey & Various staff: BRIDGE (bureau equity committee), Managers and Supervisors, all employees. Partner with BHR outreach and recruitment staff.	Increase the number of qualified applicants from underrepresented groups, particularly the Hispanic Communities. Increase awareness of PWB as an employer of choice. Increase awareness of opportunities within PWB, especially apprenticeship and training programs.	On-going focus, particularly on periods just prior to opening a new recruitment.
	Develop relationships with local high schools, trades schools, etc.	Participate in school to work programs. Provide educational opportunities for students, teachers, e.g., field days. Provide job-shadow opportunities.	Bailey, all employees	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On-going
	Expand knowledge of apprentice programs in the community.	Add information about apprenticeship programs to website. Make presentations about programs at schools and community based organizations.	Bailey & Stalhke and various bureau staff, and BHR partners (HR Business Partner, Focused Outreach Recruiter, Sr. HR Analysts.)	Increase awareness of apprentice/training programs and the opportunity for employment through them. Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On going, focusing particularly on periods just prior to opening a new recruitment.
	Participate in the City's Summer Youth Employment effort as well as other city sponsored events and programs.	Fill at least three positions with youth summer help.	Various bureau staff and BHR partners (HR Business Partner, Focused Outreach Recruiter, Sr. HR Analysts.)	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	Annually

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<i>(Cont.)</i> Outreach	Develop relationships with colleges and universities.	Attend university career fairs. Advertise on their websites for appropriate positions. Hire summer interns from a variety of schools. Partner with CCC's WET program: provide internships, tours, etc. Provide 10 internships for recipients of the Future Connect Scholarships.	Bailey, Ralston, various staff	Increase diversity of applicant pool for various positions.	On-going
Recruitment	Utilize a wide range of resources to target recruitments for specific jobs to enhance diversity.	Advertise on website sites that focus on targeted group. Develop relationships with colleges and universities with diverse student populations. Utilize community-based organizations in recruitment processes. Engage employees in recruitment efforts within their own communities. Advertise in community-based publications. Develop website and other recruitment materials that enhance our image as an employer of choice for the diverse community.	Bailey Hiring Managers and Supervisors, all employees, BHR	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On going,
	Utilize POL and written materials to market PWB as an employer of choice.	Develop website materials about working at PWB that focus on diversity, opportunity and excellence. Develop written materials for various events attended that focus on diversity, opportunity and excellence.	Bailey & Outreach and Information Staff	Increase the number of qualified applicants from underrepresented groups. Increase awareness of PWB as an employer of choice.	On-going
Recruitment & Selection	Review current AA report to inform recruitment and selection strategies for each recruitment.	Determine if should be external or internal based on availability. Determine appropriate advertising or other resources to utilize. Determine interview/oral panels.	Bailey, Myers working with hiring managers and BHR outreach and recruitment staff.	Increase the number of qualified candidates from underrepresented groups.	Quarterly and with each recruitment in a targeted category.

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
<i>(Cont.)</i> Recruitment & Selection	Ensure selection processes do not unfairly impact various groups.	Evaluate types of examinations used so they do not require skills that are unnecessary for the job itself, e.g., use of written questions for jobs that do not require writing skills. Develop new recruiting techniques to simplify processes. Review interview questions for bias. Review results at each step in the selection process to ensure diversity in the applicant pool at each step. Ensure weighting of parts of process is equitable. Ensure diverse rating panels. Train interview panels in culturally competent interviewing.	Bailey, and hiring managers, in collaboration with BHR	Increase the number of qualified candidates from underrepresented groups.	On-going, for each new recruitment
Recruitment/ Retention	Ensure promotional opportunities for women and people of color.	Utilize appropriate recruitment process to enhance opportunities, e.g., expanded transfer vs. open recruitment.	Bailey, Myers and hiring managers	Ensure equal opportunity for existing employees to compete for promotional opportunities.	On-going, for each new recruitment
	Provide adequate skill development to enhance employees' promotional capacities.	Provide cross-training opportunities. Provide rotational upgrade opportunities, e.g., UWII to AEO. Provide training in responding to interview questions, building resumes, etc. Implement WOM training program & develop Community of Practice. Provide supervised project management opportunities to develop skill sets. Expand coaching and mentoring opportunities.	Various supervisors and Managers	Ensure equal opportunity for existing employees to compete for promotional opportunities.	On-going

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
Retention	Foster an environment of workplace excellence	Develop accountability at all levels. Initiate workforce development initiatives for all levels of employees, e.g., leadership development, management training, cross training, etc. Exhibit responsiveness to customers. Demonstrate leadership at all levels of the organization. Treat each other respectfully at all times. Provide training to enhance effectiveness of interactions: Emotional Intelligence, Implicit Bias, etc.	All employees, managers & supervisors	Ensure a work environment that will attract and retain a diverse, highly skilled, motivated workforce.	On-going.
	Utilize a Performance Management System that incorporates: setting goals, coaching and feedback, taking appropriate corrective action, and annual performance reviews to manage and develop employees.	Provide training to all supervisors and managers. Hold managers and supervisors accountable. Provide coaching and feedback training to leads.	MT, all supervisors and managers	Ensure a work environment that will attract and retain a diverse, highly skilled, motivated workforce.	On-going performance management
	Ensure fair and equitable treatment of employees.	Review available data on separations based on gender, race, age, etc. Review data from Exit Interviews and New Employee Surveys	Bailey & Myers	Ensure equity in internal personnel actions and employee perception of the workplace.	On-going semi-annually
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Bailey & Outreach and Information Staff Partner with OEDR	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Responsible Party	Purpose	Target Date
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Bailey & Outreach and Information Staff Partner with OEDR and BHR Training and Workforce Development Manager	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Ongoing

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**Bureau of Planning
and Sustainability
(BPS)**

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Bureau of Planning and Sustainability
AFFIRMATIVE ACTION STRATEGY
FY 2013 - 2017



Bureau of Planning and Sustainability
Innovation. Collaboration. Practical Solutions.



City of Portland, Oregon
Charlie Hales, Mayor • Susan Anderson, Director

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* The BPS Bureau Director has appointed an internal team of BPS managers and employees to oversee recruitment, hiring and promotions.

** The HR Lead is the Chairperson of the BPS HR Team.

I INTRODUCTION

Bureau of Planning and Sustainability's Commitment

The Affirmative Action Strategy of the Bureau of Planning and Sustainability (BPS) has been prepared in accordance with the City's Affirmative Action Plan and all applicable rules therein.

Portland has experienced rapid population growth and significant changes in demographic composition over the last decade. Faced with continued growth in the region, the City of Portland has planned for and invested in neighborhoods to provide housing and transportation options to meet the needs of an increasingly diverse population, as well as parks, schools and other amenities to support a thriving community.

In recognizing this need, BPS is committed to serving all Portlanders to create and enhance our vibrant city. BPS combines the disciplines of planning and sustainability to advance Portland's diverse and distinct neighborhoods, promote a prosperous and low-carbon economy, and help ensure that people and the natural environment are healthy and integrated into the cityscape.

Through this work BPS provides a forum for community engagement and education, and is a catalyst for action. With a city full of partners, BPS develops creative and practical solutions on issues as far ranging as comprehensive, neighborhood and environmental planning, urban design, waste reduction and recycling, energy efficiency, solar energy deployment and climate action. As employees at BPS, we recognize the imperative to understand and reflect the composition and characteristics of our community, and for our work to be responsive to our community's values, needs and aspirations.

As a key component of the BPS Strategic Plan and the Portland Plan we recognize that every person has the right to meet their needs, advance their well-being and achieve their full potential. Our planning, technical assistance and outreach efforts must be geared toward providing opportunities for residents and businesses in all parts of the city, of all ages and races and ethnicities, including people with disabilities and newcomers to Portland. Our workforce must reflect the diversity of our community in order to truly deliver services that meet the needs of an ever-growing diverse city.

BPS is committed to the City's policies for equal employment opportunity and in supporting an inclusive work environment. We continually strive to improve our abilities to serve the public and create a positive workplace environment that reflects the

* The BPS Bureau Director has appointed an internal team of BPS managers and employees to oversee recruitment, hiring and promotions.

** The HR Lead is the Chairperson of the BPS HR Team.

objectives of the City's Affirmative Action Plan for 2013-17. The City's plan and the BPS Affirmative Action Strategy support the recruitment, hiring, and retention of a workforce that reflects the diversity and cultural awareness of our residents.

BPS's current affirmative action practices address a wide array of options available to the Bureau for improving of recruitment and hiring practices to increase the diversity of our workforce. Including, but not limited to, increasing the number of interviews for each position, reaching out to community groups and professional organizations in Portland and other geographic regions in order to recruit persons of color to the Portland area, and ensuring employee retention by providing training and career development opportunities and tracking these successes in individual work plans. In addition, the Bureau is working to create a more inclusive work environment to support and welcome employees from all backgrounds. We will also examine more closely how we can promote more people of color and women into professional job classes. One key strategy is creating and adopting Bureau-wide recruitment and hiring guidelines that ensure that all recruitments utilize best practices for reaching professionals of color.

The statistical data available suggest that BPS can do more to recruit people of color in Community Relations Professionals and Planning Professionals positions; and more women and people of color in General Administrative Paraprofessionals. It is clear that with a growing diverse city we must redouble our efforts and commit to recruiting people of color in any job class. This will be a major focus in the coming years through our outreach plan, communication plan, recruitment efforts, and community dialogue and involvement. We look forward to working collaboratively with other city agencies to carry out the Citywide strategy.

II ASSESSMENT OF CURRENT AFFIRMATIVE ACTION STRATEGIES

The current BPS Affirmative Action Strategy was created in 2011 from the merger of the existing plans from the former Bureau of Planning and Office of Sustainable Development. At that time, a great deal of effort was dedicated to the blending of separate offices into one bureau. It was critical to address the needs of current staff and how to respect each employee while learning how to operate as one agency. Management dedicated time and resources to training and assessment for employees, including conducting wide-ranging assessments of attitudes toward diversity both in internal office culture and in our external programs. The Bureau also committed to supporting an active and effective Diversity Committee, which advocates for and helps to implement our AA strategies. Today the BPS has made substantial progress toward establishing a thriving and inclusive workplace culture where equity is a common focus of our policies and practices.

BPS is making progress to institutionalize several key practices oriented toward attracting and retaining a diverse workforce. The Diversity Committee is working with bureau

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management to develop guidelines for improving diversity in recruitment and hiring, diversity and cultural competency are a routine part of annual performance evaluations, and the Bureau has committed to all-staff training on equity, diversity, and race for all employees. There is also a full time employee committed to improving the equity of our planning and service delivery. Managers have shown impressive support and commitment to moving forward Affirmative Action strategies and consistently support internal and external efforts to foster diversity and equity.

One key category of our existing AA strategy is to develop and institutionalize the data collection and reporting of key metrics that will inform our progress to achieving our diversity and equity objectives. BPS has set up a database to track gender, race, length of time at the city, and movement between classifications over time.

Despite the success in carrying out individual action items from our previous AA strategy, we believe BPS still has considerable opportunity to improve the overall diversity of our workforce. In recent recruitments we have made a concerted effort to improve the diversity of the applicant pool, with modest results. More remains to be done, and we look forward to carrying out the 2013-2017 AA strategy.

III PLACEMENT OBJECTIVES

The following Placement Objectives are based upon data from Human Resources showing underutilization per job category for women and people of color. Based on the fourth quarter reports for FY 2011-12, the Bureau of Planning and Sustainability has the following underutilization of minorities and females:

Professionals - Planning

Minorities are underutilized in the workforce in this category with an availability of 13.42% compared to 8.33% utilization. One minority employee would be required to meet placement goals.

Administrative Support - General Administrative

Females are underutilized in the workforce in this category with an availability of 89.76% compared to 50% utilization. Three female employees would be required to meet placement goals.

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Affirmative Action Strategy (2013-2017)

Bureau of Planning and Sustainability

Desiree Williams-Rajee, Diversity Committee Co-Chair, 503.823.7632

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Policy and Communication</u>	A) Review and get input on AA Plan 2013-2017 update from various levels within the Bureau.	1. Review by Leadership Team Review by Management Team Review by Diversity Committee Review by EMC2 Update and finalize	Gain ownership and buy-in for the activities outlined within the Affirmative Action Plan at all levels of the Bureau.	<ul style="list-style-type: none"> Affirmative Action Representative (AA Rep) 	<ul style="list-style-type: none"> AA Rep 	Start: March 2013 End: June 2013
	B) Update Bureau AA/EEO policy statement and share with staff.	1. Present updated policy and plan overview at an all-staff meeting. Draft memo from Bureau Director. Distribute memo to staff regarding AA and EEO practices. Share plan annually. Keep copy in Affirmative Action network file.	Ensure all staff know and understand BPS policies and commitment pertaining to EEO and Affirmative Action.	<ul style="list-style-type: none"> Bureau Director AA Rep 	<ul style="list-style-type: none"> AA Rep 	By June 2013, Ongoing

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>(Cont.)</u> <u>Policy and Communication</u>		2. Link to Citywide AA information from intranet site, including EEO complaint process.	Ensure all staff have access to Affirmative Action and EEO information	<ul style="list-style-type: none"> AA Rep BPS Web Team 	<ul style="list-style-type: none"> AA Rep 	
	C) Communicate new processes for tracking and monitoring.	1. Present new processes and systems to staff as needed. (hiring guidelines, data tracking).	Reinforce the importance of diversity. Ensure all staff understand role in tracking and record-keeping to support our efforts.	<ul style="list-style-type: none"> AA Rep Director Leadership Team Managers 	<ul style="list-style-type: none"> AA Rep 	Ongoing, as needed
<u>Hiring and Recruitment - Guidelines</u>	A) Develop and implement guidelines for improving diversity in hiring, including people of color, women, veterans, and those with disabilities.	1. Draft guidelines to guide recruitment and hiring processes for all recruitments.	Improve representation of people of color, women, veterans, and those with disabilities in all job classes.	<ul style="list-style-type: none"> HR Team* Recruitment/Hiring/Retention (RHR) Subcommittee (DC) Partner with BHR 	<ul style="list-style-type: none"> AA Rep HR Lead** 	Start: November 2012 Working draft: June 2013
		2. Establish guidelines for recruiting and mentoring interns.	Provide expectation and consistency in recruiting and mentoring interns.	<ul style="list-style-type: none"> BPS HR Team RHR Subcommittee (DC) 	<ul style="list-style-type: none"> AA Rep BPS HR Lead 	Start: Jan 2013 End: Sept 2013
		3. Process is communicated at all levels of the Bureau.	Establish shared expectations in hiring processes.	<ul style="list-style-type: none"> Leadership Team 	<ul style="list-style-type: none"> Leadership Team Member AA Rep 	Start: June 2013 End: October 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Hiring and Recruitment-Outreach</u>	A) Expand and systematize outreach for bureau recruitment efforts to include people of color, veterans, and those with disabilities.	1. Develop BPS talking points on internships and jobs.	Ensure staff are equipped to instruct interested individuals on how to stay in touch with our office for job and internship opportunities.	<ul style="list-style-type: none"> RHR Subcommittee (DC) 	<ul style="list-style-type: none"> AA Rep 	Winter 2013
		2. Standardize process for handling inquiries for internships and jobs in the office.	Ensure all interested individuals receive information on available job and internship opportunities.	<ul style="list-style-type: none"> Admin Supervisor (AS) 	<ul style="list-style-type: none"> Admin Supervisor 	Summer 2013
		3. Set up outreach list of organizations to send to as part of recruitment process.	Ensure hiring managers have the appropriate tools for position recruitment outreach to include diverse communities.	<ul style="list-style-type: none"> HR Team AA Rep [with input from staff] 	<ul style="list-style-type: none"> BPS HR Lead 	Winter 2013-Ongoing
		4. Develop and use recruiting sources that provide access and/or contacts to Latino communities, covered veterans and individuals with disabilities.	Ensure outreach efforts include veterans and individuals with disabilities.	<ul style="list-style-type: none"> HR Team AA Rep [with input from staff] Partner with BHR Outreach Employment and Diversity Resources (OEDR) 	<ul style="list-style-type: none"> BPS HR Lead 	Summer 2013 Ongoing
		5. Create tracking form to be completed after hire that includes panel composition and recruitment strategies.	Track how recruitment was done for a position and whether or not resources for outreach were used.	<ul style="list-style-type: none"> RHR Subcommittee (DC) HR Team Partner with BHR 	<ul style="list-style-type: none"> BPS HR Lead 	Spring 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Hiring and Recruitment – Selection Process</u>	A) Ensure selection processes support inclusive hiring techniques.	1. Revise job duties for new recruitments to reflect the need for positions to interact effectively with a diverse work group and public.	Address current underutilization in job categories. Broaden the pool of candidates.	<ul style="list-style-type: none"> Hiring Manager Diversity Committee (support) 	<ul style="list-style-type: none"> Hiring Managers 	Start Spring: 2013 - Ongoing with each recruitment
<u>(Cont.) Hiring and Recruitment – Selection Process</u>		2. For external recruitments, conduct at least ten first round interviews.	Address current underutilization in job categories. Broaden the pool of candidates.	<ul style="list-style-type: none"> Hiring Manager BPS HR Team (recordkeeping) 	<ul style="list-style-type: none"> Hiring Managers 	Start: Spring 2013 - Ongoing with each recruitment
		3. Offer hiring interview panels training and resources in multicultural interview techniques.	Increase employee and manager skills in identifying diverse panels. Address current underutilization in job categories.	<ul style="list-style-type: none"> RHR Subcommittee (DC) BPS HR Team Hiring Manager Partner with BHR 	<ul style="list-style-type: none"> Diversity Committee Co-Chair HR Lead 	Start Spring: 2013 - Ongoing with each recruitment
		4. Invite Diversity Committee member to sit on hiring panel or applicant rating team.	DC members are trained in anti-bias and dismantling racism. Ensures this perspective is included in hiring process.	<ul style="list-style-type: none"> Hiring Manager Diversity Committee 	<ul style="list-style-type: none"> Diversity Committee Co-Chair 	Start: Spring 2013 Ongoing with recruitments
		5. Maintain list of members of all hiring/rating panels and include information about the relative diversity of each through tracking form.	Track diversity of hiring/rating panels.	<ul style="list-style-type: none"> Hiring Managers 	<ul style="list-style-type: none"> BPS HR Lead Diversity Committee Co-Chair 	Spring 2013 – Ongoing with each recruitment

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Hiring & Recruitment - Monitoring</u>	A) Investigate cases where the applicant pool of people of color or women does not reflect external availability.	1. Annual audit of demographic makeup of applicants applied versus applicants interviewed.	Identify trends and patterns in hiring practices to assess if recruitment and selection practices are effectively connecting with diverse communities, including people of color, veterans, and those with disabilities.	<ul style="list-style-type: none"> RHR Subcommittee (DC) (support) BPS HR Team 	<ul style="list-style-type: none"> Diversity Committee Co-Chair 	Start: Fall 2013, Then ongoing annually
<u>(Cont.) Hiring & Recruitment - Monitoring</u>	B) Monitor diversity of recruitments for career pathways - internships, Youth Planners, AmeriCorps, etc.	2. Track diversity of office internships, etc. through a demographic form in the application process.	Encourage further interest in the work of BPS, providing for long-term employment goals.	<ul style="list-style-type: none"> Hiring manager (collects data) BPS HR Team (compiles data) RHR Subcommittee (DC) (analyzes data) Partner with BHR 	<ul style="list-style-type: none"> Hiring Managers BPS HR Lead 	Ongoing
	C) Report annually to Mgmt Team about the bureau's progress on using diverse panels.	1. Review and analyze demographic data from hiring and rating panels	Understand how well efforts to use diverse hiring/rating panels are doing.	<ul style="list-style-type: none"> RHR Subcommittee (DC) AA Rep 	<ul style="list-style-type: none"> AA Rep 	Annually, each July

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Employee Development</u>	A) Provide training for all employees concerning professional development and advancement.	1. Identify training opportunities through the annual employee evaluation.	Increase staff access to appropriate training and needed support. Strengthen career paths for all employees at all levels in the organization. Increase supervisors' skills and available resources.	<ul style="list-style-type: none"> Managers and supervisors EMC2 	<ul style="list-style-type: none"> AA Rep BPS HR Lead 	Ongoing
		2. Develop a bureau-wide training plan.	Address bureau-wide professional development needs and efficient use of training dollars.	<ul style="list-style-type: none"> All-staff training subcommittee 	<ul style="list-style-type: none"> Subcommittee representative 	FY12-13, updated annually
		3. Track training implementation and attendance	Ensure training opportunities reach all employees.	<ul style="list-style-type: none"> Managers and supervisors 	<ul style="list-style-type: none"> BPS HR Lead 	FY 12-13 for Cit sponsored, within 2 years for external trainings
	B) Review of Job Descriptions and Class specifications.	1. Managers review and edit their staff work plans during annual performance evaluations.	Assess whether positions accurately describe functions, duties and qualifications their staff have and are performing.	<ul style="list-style-type: none"> Managers and supervisors 	<ul style="list-style-type: none"> Managers and supervisors 	Spring 2013 Ongoing with evaluations
<u>Retention - New Employee Integration</u>	A) Improve new employee welcome and orientation process.	1. Develop a new employee welcoming process and orientation on workplace values of diversity and culture of BPS and networking opportunities.	<p>Ensure each employee feels comfortable in the office</p> <p>Provide employees with understanding of and appreciation for diversity issues.</p> <p>Encourage relationship building across the bureau.</p>	<ul style="list-style-type: none"> Administration Supervisor (AS)/HR Team DC Community Building Subcommittee 	<ul style="list-style-type: none"> Admin Supervisor 	April-September 2013, updated as needed.

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>(Cont.) Retention - New Employee Integration</u>		2. Update manager's checklist for welcoming new employees.	Ensure all managers have tools to direct staff to appropriate resources at time of hire. Ensure all new hires are given the same information.	<ul style="list-style-type: none"> Hiring Manager AS/BPS HR Team DC Community Building Subcommittee 	<ul style="list-style-type: none"> AS BPSHR Lead 	Summer 2013
<u>Retention – Management Training</u>	A) EEO Training.	1. Identify available EEO/AA trainings.	Ensures managers understand applicable EEO and AA law.	<ul style="list-style-type: none"> AA Rep BPS HR Team Managers EMC2 	<ul style="list-style-type: none"> BPS HR Lead 	Ongoing
		2. Attend EEO/AA trainings.		<ul style="list-style-type: none"> Supervisors and Managers 	<ul style="list-style-type: none"> Supervisors and Managers 	Ongoing
		3. Track participation attendance.		<ul style="list-style-type: none"> BPS HR Team 	<ul style="list-style-type: none"> BPS HR Lead 	Ongoing
	B) Management Training on Diversity and Cultural competency including HRAR 2.02.	1. Identify training programs in each employee's annual work plan.	Provide management the skills necessary to handle difficult conversations, particularly around race and oppression.	<ul style="list-style-type: none"> Managers 	<ul style="list-style-type: none"> Management Team Direct Supervisor 	Ongoing as new management are hired. Current management team should complete by end of FY12-13.
		2. Track those who have completed this training.	Ensure accountability.	<ul style="list-style-type: none"> BPS HR Team 	<ul style="list-style-type: none"> BPS HR Team 	Present – Ongoing

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>Retention – All-Staff Training</u>	A) Ongoing staff trainings to support inclusive work environment.	1. Establish a policy for each employee to attend at least one diversity-related training annually.	Provide employees with understanding of and appreciation for diversity issues and how to deal with those issues.	<ul style="list-style-type: none"> All-Staff Training Committee Leadership Team 	<ul style="list-style-type: none"> Employee Direct Supervisor 	Summer 2013-Ongoing
<u>(Cont.) Retention – All-Staff Training</u>		2. Each employee takes HRAR 2.02 training.	Understand policy and law regarding harassment in the workplace.	<ul style="list-style-type: none"> BPS HR Team 	<ul style="list-style-type: none"> BPS HR Team 	End: March 2013 Ongoing as new employees are hired
		3. Provide training opportunities on disability.	Increase staff ability to work with individuals with disabilities.	<ul style="list-style-type: none"> ADA Coordinator 	<ul style="list-style-type: none"> ADA Coordinator 	Summer 2013
		4. Track staff who have completed these trainings.	Ensure accountability.	<ul style="list-style-type: none"> Direct Supervisor Training coordinators 	<ul style="list-style-type: none"> Direct Supervisor BPS HR Lead 	Winter 2013-Ongoing
<u>ADA- Reasonable Accommodations</u>	A) Ensure that facilities will reasonably accommodate applicants and employees with disabilities.	1. Establish tracking system for reasonable accommodation requests.	Track how and when reasonable accommodation requests are completed.	<ul style="list-style-type: none"> ADA Coordinator BPS HR Team 	<ul style="list-style-type: none"> ADA Coordinator 	Fall 2013

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Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible for Implementation	Person(s) Responsible for Reporting	Projected Start/End Date(s)
<u>AA Progress</u>	A) Review and report on AA statistics, hiring, promotions, terminations, and other major personnel changes quarterly.	1. Develop and managed database to centralize tracking of data for AA statistics, hiring, promotions and terminations.	Management stays informed about hiring and promotion trends over time.	<ul style="list-style-type: none"> Admin Supervisor (until Jun 2013) HR Team (after June 2013) 	<ul style="list-style-type: none"> AA Rep BPS HR Lead [support] 	January 2013-Ongoing
		2. Request information from BHR on part-time, temporary, and seasonal employees.	Understand hiring trends and patterns within non full-time/permanent employees.	<ul style="list-style-type: none"> BPS HR Team 	<ul style="list-style-type: none"> AA Rep 	July 2013
		3. Review data quarterly and report to Leadership Team and Diversity Committee.	Management stays informed about hiring and promotion trends over time.	<ul style="list-style-type: none"> Diversity Committee AA Rep BPS HR Team 	<ul style="list-style-type: none"> AA Rep 	Quarterly as reports are made available by BHR
	B) Annual Reporting on retention of employees with data on people of color, veterans, and those with disabilities.	1. Report retention rate of job classes and overall bureau to leadership team with cross section by diversity categories of race and gender.	Track length of service in our bureau by race and gender.	<ul style="list-style-type: none"> BPS HR Team Operations Supervisor 	<ul style="list-style-type: none"> BPS HR Team AA Rep 	Tracking ongoing starting winter 2013. Reporting Annually each July
<u>Veterans</u>	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	<p>Increase pool of veteran applicants.</p> <p>Maximize employment opportunities for eligible veterans.</p>	Partner with OEDR		Ongoing
<u>Individuals with Disabilities</u>	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	<p>Increase pool of disabled applicants.</p> <p>Maximize employment opportunities for eligible individuals with disabilities.</p>	Partner with OEDR and BHR Training and Workforce Development Manager		Ongoing

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Portland Police Bureau
(PPB)

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1150
Portland Police Bureau
Affirmative Action Strategy
2013-2017

Michael Reese
Chief of Police

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Introduction

The Portland Police Bureau (PPB) is strongly committed to the principles and ideals of affirmative action and diversity. The Bureau's Affirmative Action Strategies for 2013-2017 were developed as part of the ongoing commitment to equal employment opportunities to all qualified individuals seeking employment with the Police Bureau.

The Police Bureau is determined to provide a work force that not only reflects the community it serves but also promotes an environment of mutual respect, integrity, excellence, compassion, service and accountability. These deeply held values have been incorporated into the framework of the Police Bureau's Mission and Values Statement, Strategic Plan and Bureau Directives as well as the compliance strategies that follow.

The Police Bureau's Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Plan, and all applicable rules therein.

It is the policy of the Police Bureau to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, age, sex, marital status, sexual orientation, political affiliation, source of income, or physical or mental disability, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and discipline.

The plan for 2013-2017 will focus on strategies to address the under representation of females and minority groups through outreach recruiting and continued modifications to the Bureau's officer testing process. The plan includes Recruitment, Selection and Promotional Strategies, Demographic Marketing, and Community Based Recruitment Strategies.

The Portland Police Bureau intends to use the strategies contained in this year's plan not only to comply with the City of Portland's Affirmative Action Plan, but also to support the Bureau's established mission and values by improving the work environment, increasing the cultural competency of employees and expanding the bureau's workforce diversity.

This plan will be used as a conduit to communicate the Bureau's values, commitment, workplace expectations and strategies to all of its employees.

Assessment of Current Affirmative Action Strategies

The Police Bureau will be looking at the following areas to ensure our practices comply with our Affirmative Action Policies.

- Review of lateral and/or vertical movement of minority or female employees. For the two year period covering 2011-2012, 14% of the 63 promotions were by women employees, and 6.35% were by minority employees. The key promotions by women were Captain, Lieutenant, and Sergeant. For minorities there were promotions to Lieutenant, Detective, and Sergeant.

The results in this area are mixed. There has been a marked improvement in reducing the shortfall of women in senior level sworn law enforcement positions. However, the existing shortfall of minorities in mid level sworn law enforcement positions has actually increased over the last two years. In 2008, there were 16 police sergeants who identified as minorities. In 2013, that number has decreased to 13. At the next promotional level, lieutenant, the percentage of minorities has increased from 12% in 2008 to 21% today. The data suggests positive movement in regard to senior level sworn law enforcement, but a less favorable trend regarding minority officers' initial promotions to sergeant.

- The Police Bureau has changed its recruiting strategies to ensure more minorities and women apply to entry level positions. There was no data to indicate minorities and women were failing any stages of the police officer testing and background processes at a higher rate. However, traditional recruitment strategies yielded an extremely high percentage of white male applicants, which in turn naturally resulted in the hiring of a high percentage of white males. By diversifying the initial applicant pool, the Police Bureau has succeeded in increasing the diversity of new police officer hires. From 2005-2010, 30% of newly hired sworn police officers were minorities and women. In the last two years, that number has increased to 41%.
- The Police Bureau has increased its communication to its managers, supervisors and other employees regarding Equal Employment Opportunity (EEO), Affirmative Action issues and workplace expectations. All new supervisors are required to attend in-depth BHR Rule 2.02 training, and all employees are required to attend refresher training on a periodic basis.
- Situations where minorities and women are underutilized or significantly underrepresented in training or career improvement programs. The Police Bureau will continue with its policy to ensure all employees receive notification of all training and career improvement opportunities. The Diversity and Inclusion Leadership Council at the Police Bureau is also in the process of developing a mentoring program for employees who are aspiring to promote in the future.
- Situations where no formal techniques are established for evaluating the effectiveness of the Bureau's EEO programs. The Police Bureau has appointed an AAP representative to coordinate the Bureau's Affirmative Action Strategies.

Placement Objectives

The Police Bureau acknowledges the underutilization of minorities in the categories of: law enforcement professionals, mid level sworn law enforcement, entry level sworn law enforcement, and administrative support (law enforcement). Women are underutilized in the categories of: law enforcement officials/administrators, law enforcement professionals, senior level sworn law enforcement, non-sworn law enforcement, administrative support (law enforcement and store and purchases), and service maintenance.

Since fiscal year 2010-2011, the Bureau has shown marked improvement in the hiring and promotion of women in the following categories: senior level sworn law enforcement and office support.

Since the start of 2011, 41% of entry level sworn law enforcement hires have been women and minorities. This includes a rate of 14% of new police officer hires who identified as Hispanic. However, due to a large increase in the estimated availability of Hispanics in the affirmative action data, the Bureau now shows a shortfall of 12 minorities in the category of entry level sworn law enforcement.

The Police Bureau will need to continue to aggressively recruit minorities and women in order to improve the diversity of the organization and have the Bureau reflect the community it serves. Assuming typical numbers of separations and retirements, it would take the Bureau almost 5 years of hiring at a rate of 75% minorities to match the availability in the affirmative action data. Female representation lags even further behind.

It is the Police Bureau's objective to eliminate the underutilization by continuing to examine our recruiting, selection and promotion practices. The Bureau Affirmative Action Strategies for 2013-2017 provide details of the Bureau specific focus areas, planned actions, benchmark activities, specific purposes and dates. Also, the Bureau has outlined in detail overall recruitment strategies for community policing in a report to the Portland City Council, dated March 25, 2005. These documents are too voluminous to include in this Equal Employment Opportunity – Short plan, but we reference them as sources to substantiate the Bureau's objectives in more detail. Also, the objectives which follow summarize the Bureau's plans and actions to eliminate underutilization in the Police Bureau.

Based of the shortfall analysis in the data for affirmative action plans contained in the fourth quarter of FY 2011-12 the specific placement goals by job group are as follows:

1LE Officials/Administrators – Law Enforcement	1 female
2LE Professionals – Law Enforcement	1 minority 1 female
4LE-3 Protective Service-Sworn-Law Enforcement-Senior Level	1 female
4LE2 Protective Service-Sworn-Law Enforcement-Mid Level	5 minorities
4LE1 Protective Service-Sworn-Law Enforcement-Entry	12 minorities
5LE Protective Service – Non-Sworn – Law Enforcement	2 females
6LE Administrative Support – Law Enforcement	6 minorities 9 females
6SPAdministrative Support – Stores and Purchases	3 females
8LE Service Maintenance – Law Enforcement	1 female

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FISCAL YEARS 2013-2017
AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT
Portland Police Bureau
January 31, 2013

Christopher Parra, Human Resources Business Partner, Personnel Division
503-823-0328

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruiting and Retention Opportunities (08-12 Strategy)	Identify the most effective recruiting venues	Completion of a report regarding recruiting strategies and outcomes	To recruit in venues that will give the Bureau exposure to women and minorities	Personnel Division and partner with OEDR	Ongoing. The Bureau has attracted high percentages of female and minority applicants by recruiting in California and locally via focused workshops.
Recruiting Materials (08-12 Strategy)	Review and develop materials. Update as needed. Measure results.	Completion of recruitment video, web site and brochures. Production of posters and billboards	To ensure the recruiting materials reflect the Bureaus' values and commitment to an inclusive workplace	Personnel Division, Strategic Services	Ongoing. The Bureau has updated recruiting materials and has established a strong online recruiting presence via Facebook and a dedicated recruiting webpage. We will also begin using LinkedIn.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Police Precinct Open Houses (08-12 Strategy)	Design events and market strategies that will attract people from various communities to visit local precincts	Annual open house at all precincts	To open up the precincts so that the community can become more informed about the work of police officers	RU Managers	Ongoing
Coordinate Recruitment Ride-along Program (08-12 Strategy)	Identify ride-along coordinators for each precinct (Admin. Sgt's)	Establish ride-along priority for applicants	Minorities and women will develop a better understanding of the profession of law enforcement by accompanying and talking directly to officers while on patrol	RU Managers, Background Investigators, PPB Officers	Ongoing
Training in Equal Employment Opportunity (08-12 Strategy)	Ensure new employees and managers receive training on administrative rule 2.2 regarding discrimination and harassment	Participation in the workshop scheduled by Bureau of Human Resources	Comply with the mandate that all city employees are trained in discrimination and harassment policies (managers receive additional training on their responsibilities to carry out policies)	RU Managers	Accomplished. Training for new employees and newly promoted supervisors, as well as refresher training for all employees, will be ongoing.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Public Safety Academy (08-12 Strategy)	Program designed for High School students receiving credit for gaining experience in Law Enforcement	Develop partnership with PCC Cascade and Portland Public Schools to create program	To increase applicant pool for minorities and women by exposing students at an early age to a career in Law Enforcement	Youth Services Division, Chief's Office	Not implemented due to logistical difficulties. Youth Services Division (YSD) will re-examine feasibility.
Mentorship Program (08-12 Strategy)	Work to develop informal mentors	Identify role of mentors	Enhance retention efforts for women and minorities by matching new hires with a police officer. New hires will develop a better understanding of law enforcement and the police bureau	Personnel Division Recruitment Coordinator. PPB Officers	Ongoing process.
Community Recruiter (08-12 Strategy)	Community Groups identified as recruiters in perspective communities	Establish training program for recruitments	To ensure that the bureau has access to various diverse communities	Recruitment Officer and partner with OEDR	Ongoing process.
Hiring and Selection Process (08-12 Strategy)	Increasing diverse applicant pool	Revise police officer recruitment process	Increase number of women and minority candidates to successfully complete hiring process	Personnel Division	Ongoing. 41% of new hires since 2011 are women and minorities.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Promotional Process (Interim Strategy Added After 08 Report)	Increase the diversity of panel members for promotional opportunities	Partnered with law enforcement affinity groups; provided travel, lodging and food for panel members	To increase the diversity of panel members for promotional opportunities	Personnel Division	Ongoing.
Cadet and Reserves Program (Interim Strategy)	Establish a pipeline program from Cadet or Reserve into Police Officer	Reserves testing process mirrors that of Police Officer	Expand outreach opportunities	YSD Cadet and Reserve Coordinator	Ongoing. Reserve testing process in 2011 mirrored that for sworn police officer. Reserve hiring standards finalized to encourage participation. Citizenship requirements for Cadets lifted.
Physical Ability Test (Interim Strategy)	Increase understanding of PAT for police officer, encourage applications	Make testing as visible as possible.	To give applicants better preparation for the PAT; increase female applicant recruitment	Personnel Division	Ongoing.
Diversity and Inclusion Leadership Council (Interim Strategy)	Committee established to monitor and encourage equity within the Bureau	Monthly meetings, mission statement drafted	Focus on increasing diversity and inclusion within the Bureau	Chief's Office	Ongoing.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Say Hey (Interim Strategy)	Quarterly multicultural networking event attended by new police officer hires	Regularly scheduled meet and greet for new employees	To give new hires a chance to meet and network with community members and other members of the Bureau	Recruitment Officer	Ongoing. Recruits are now attending after completing the Basic Academy in Salem.
Pre Test Workshops (Interim Strategy)	Continually revise and offer free workshops	At least 3-4 workshops held prior to local testing for police officer	Geared to helping applicants understand the hiring process	Personnel Division and partner with OEDR	Ongoing. Conducted approximately 9 workshops in last 2 years. We will also begin incorporating workshops into out-of-town testing schedule.
Equity Training (New Strategy for 13-17 Plan)	In-depth training covering topics such as institutional racism, white privilege and race as a social construct	Train all Bureau employees in the next 2 years	To begin a discussion about race in the Bureau. To provide managers with an equity lens tool to help guide toward more racially equitable decision making, focusing on processes and outcomes.	CPRC Training Workgroup	Ongoing. All command staff have attended a full day training. Sergeants will be trained next in 2013. Additional follow up training is being developed for command staff with an interest in further pursuit of the topic.
Intergroup Dialogues on Race (New Strategy)	Continue dialogue sessions with interested officers	Hold additional sessions in 2013 and continue expansion in future years	To increase understanding and capacity for productive discussions on race and equity issues	Chief's Office	Ongoing. First sessions completed in 2012. Three additional scheduled for 2013.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Mentorship Program for Career Advancement (New Strategy)	Finalize program details, begin pairing officers with mentors	Mentors selected, outreach conducted to pair interested officers with a career mentor.	To help prepare officers who desire to promote with the testing process and more general career development.	Diversity Inclusion Leadership Council (DILC), Chief's Office	Goal is to be established in 2013. DILC subcommittee has drafted an initial plan proposal.
Retention of newly hired minorities and women (New Strategy)	Study what can be done to solidify ties between new hires, the organization and the community	Establish a network of PPB employees and community members for new officers to build relationships with	To help ensure newly hired officers feel welcomed and valued within the organization	DILC, Personnel Division, PPB Officers	DILC subcommittee will be established in 2013.
Evaluation of selection process for specialty assignments (New Strategy)	Study how selections are made to specialty unit assignments and encourage diversification of specialty units	Gather statistics on specialty unit selection and address any shortfalls discovered	To help ensure selection to specialty units is conducted using an equity lens approach	DILC, Chief's Office	DILC subcommittee will be established in 2013.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Continued improvements to recruiting and hiring processes (New Strategy)	Continually evaluate and seek to improve hiring processes	Ongoing monitoring of testing data to ensure equitable treatment of candidates and desirable applicant pools	To improve and streamline the testing and background investigation process and continue hiring desirable minorities and women to address shortfalls	Personnel Division and partner with OEDR	Ongoing. Numerous improvements are underway, including: addition of an essay question evaluating cultural competency to the initial application; improvement of oral interview questions;; and continued focused recruitment of minorities and women
The Bureau will continue to cultivate recruiting sources which provide access and/or contacts to covered veterans and individuals with disabilities (New Strategy)	Evaluate strategies and processes for recruitment at military bases	Develop and build relationships with veterans and disability affinity groups	To promote employment opportunities at the Police Bureau for covered veterans and individuals with disabilities	Personnel Division and partner with OEDR	Ongoing. Relationships have already been established with numerous military organizations. In 2013, outreach will be conducted for individuals with disabilities.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
The Bureau will review policies and procedures and/or modify as necessary to promote successful employment and retention of covered veterans and individuals with disabilities (New Strategy)	Evaluate policies to ensure equity and compliance with the law, ADA, HRARs, etc.	Continued evaluation of all Bureau policies and procedures	To ensure there are no institutional barriers to equal opportunity and career development for covered veterans and individuals with disabilities	Chief's Office	Ongoing. Bureau Directives are currently being revised, and policies will be evaluated under this lens.
Evaluation and adoption of new policies improving working conditions for women (New Strategy)	Evaluate policies to ensure equity and compliance with the EEOC sex discrimination guidelines.	Continued evaluation of all Bureau policies and procedures	To ensure there are no institutional barriers to equal opportunity and career development for women	Chief's Office	Ongoing. New policies regarding restricted duty during pregnancy and milk expression accommodations for nursing mothers have been recently adopted.
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Partner with OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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Portland Parks
& Recreation
(PP&R)

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1160 Portland Parks & Recreation

Affirmative Action Strategy

2013-2017

**Mike Abbaté
Parks Director**

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Introduction

Portland Parks & Recreation (PP&R) is committed to equity, inclusion and the policy and practices of equal employment opportunity. PP&R provides equal employment opportunities to all qualified individuals. This is without regard to their race, color, religion, national origin, sex, marital status, sexual orientation, gender identity, veteran status, source of income, physical or mental disability, or other protected status under applicable law not constituting a bona fide qualification, in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination. We are committed to promoting equal employment opportunity through a positive and continuing program of affirmative action. This commitment also applies to all programs and services offered by PP&R. The bureau will continue to be a leader in acknowledging, respecting, and valuing the diversity of our current and future employees, our customers, and other stakeholders. PP&R's Affirmative Action Strategy is written in support of the City's Affirmative Action Plan and all applicable rules.

PP&R's Mission contributes to the city's vitality by:

- Establishing and safeguarding the parks, natural resources and urban forest that are the soul of the city, ensuring that green spaces are accessible to all;
- Developing and maintaining excellent facilities and places for public recreation, building community through play and relaxation, gathering and solitude;
- Providing and coordinating recreation services and programs that contribute to the health and wellbeing of residents of all ages and abilities.

In 2012 PP&R began working on a new strategic plan which will be implemented over a three year period. Our current strategic plan clearly states two specific challenges:

- Our ability to protect, maintains, and improve our current parks, natural areas, and facilities.
- Our ability to offer facilities and programs equitably, to all segments of our community.

However, those challenges will also allow PP&R to apply creative approaches and collaborate fully throughout the organization and the City. Parks Director Mike Abbaté stated this commitment in the PP&R strategic plan.

“...Our focus over the next three years will be on actions that close gaps in the parks system and recreation programs so that everyone has an opportunity for healthy and active recreation. Deepening community partnerships is critical if we are to serve more Portlanders and to leverage public investments. Addressing inequities in access to parks and recreation opportunities will be a guiding lens for prioritizing action. This strategic plan will ensure that PP&R continues to thrive, giving our community the Gold Medal system they deserve.”

PP&R's strategic plan includes dedication to improving access to parks and recreation programs with an emphasis on access to parks and natural areas set out by Parks 2020 Vision, while renewing focus on providing opportunities for communities that do not enjoy easy access to both parks and recreation programs. Strategic Plan action steps include hiring staff members who reflect the communities we serve and leveraging the diversity in our seasonal workforce to attract and retain a diverse and dedicated permanent workforce.

PP&R understands the value of equal opportunity and affirmative action. Organizational Values of PP&R reflect a commitment to equity and fairness:

- Quality, responsive service to our diverse customers and partners.
- Community participation in program and project planning.

- Innovation, creativity, and excellence in all we do.
- Openness, honesty, and respect in all relationships.
- A diverse and culturally competent workforce.
- Transparent, ethical, and accountable decision making.

To that end PP&R will continue to promote understanding and fulfillment of equal opportunity in all facets of business through a proactive and evolving program of affirmative action, equal employment opportunity, and diversity development education and awareness.

Assessment of Current Affirmative Action Strategies

The primary focus of PP&R's 2008-2012 Affirmative Action Strategy was on recruitment, hiring and retention efforts as well as outreach to the community and staff training focusing on respect and cultural competency.

Diversity Development Committee

PP&R's Diversity Development Committee created Recruitment, Hiring and Retention recommendations for hiring managers. The implementation of the recommendations is ongoing with an emphasis on recruiting underrepresented populations and women in non traditional jobs.

The New Employee Van Tour was one of the recommendations that was implemented as a tool to provide a welcome environment for new and existing employees. In the summer of 2012 the first tour was hosted as a strategic hiring and retention tool. We continue to offer the tour each quarter to new and interested staff, as well as stakeholders/partners such as the Parks Board and Parks Foundation members.

Recognizing opportunities to recruit and mentor the future generation of PP&R leaders we have taken an active role in internship, mentoring and employment opportunities.

Early Adventures in Golf for a Lifetime of Enjoyment

The Early Adventures in Golf for a Lifetime of Enjoyment (EAGLE) program targeting underrepresented and financially disadvantaged youth has expanded to include all public high schools located within the City of Portland. The EAGLE program employs seven to eight youth each year to participate in the two-year long program. At the completion of the program the youth are eligible to apply for the Evans Foundation Scholarship which pays the tuition and a cost of living stipend to the University of Oregon or Oregon State University for up to four years. In 2012 two EAGLE participants received the Evans Foundation Scholarship.

Youth Employment and Internship Opportunities

PP&R hosts 20-25 youth each year in the City's Future Connect summer employment program which is designed to reach out to underrepresented youth to provide summer paid internships. Also, PP&R employees on average hosts 750 youth between the ages of 14-19 which is approximately 25% of our seasonal employees. Youth work in programs including Greenspaces Restoration & Urban Naturalist Team (GRUNT), Youth Conservation Crew (YCC), Aquatics, Community Centers, SUN Community Schools and Citywide Recreation Programs. The youth employment opportunities provide participants with an opportunity to experience the various professional careers that are available and cultivate future employees.

Employee Survey

The annual employee survey continues to offer guidance on how to best stay in touch with concerns, issues and matters of importance within the bureau. In 2012 over 70% of staff responded to the survey. Several new diversity questions were added to the 2012 employee survey. 72% of respondents felt that their work environment values diversity. Nearly 75% of employees felt that PP&R provide a comfortable working environment for all employees.

PP&R Employee Focused Training

Nearly all staff including frontline, supervisors and managers have participated in respect in the workplace, anti-bullying and cultural competency training designed specifically for PP&R. The Orientation to Diversity Development and Cultural Competency training manual was translated into Spanish to better serve our staff. Evaluations and the employee survey show that staff feel training is important and help staff feel valued and connected to PP&R.

Career Fairs were an active outreach effort from 2010 through 2012. PP&R partnered with Concordia College, the Hispanic Chamber, Portland Community College, the Urban League, Women in Trades and Portland Workforce Alliance. These connections resulted in seasonal hiring throughout PP&R, including maintenance and the Greenspaces Restoration & Urban Naturalist Team, as well as administrative support.

Succession Planning

Data analysis shows that PP&R will have a significant number of employees that are retirement eligible within the next 5 years. This retirement wave requires preparation and succession planning now to ensure that PP&R can meet its future staffing needs and maintain a diverse workforce. With the potential retirements and natural attrition, PP&R may face institutional knowledge loss, in leadership roles as well as extensive technical knowledge in the organization.

In summary, the accomplishments stemming from the 2008-2012 PP&R Affirmative Action Strategy have laid the groundwork for more significant and measurable advances with the 2013-2017 Affirmative Action Strategy.

Portland Parks & Recreation Citywide Activities

PP&R has taken the lead on many citywide outreach, diversity and affirmative action activities in which we have actively partnered with community stakeholders. The following is a comprehensive list along with the names of the community partners that helped make each and every event and activity a success.

Bhutanese Community Inclusion Classes

6 week course where we provided programming information to 30 adults and 20 youth

Annual Soccer Tournament

350 youth from underserved/underrepresented communities participated in a three month program that focused on providing information about our programs, access to facilities, and a career week that allowed youth to visit bureaus to learn about potential careers.

Participating bureaus:

PP&R

Portland Fire & Rescue

Office of Equity and Human Rights

Portland Police

Community Partners that Participated

NAYA (Native American Youth and Family Center)

Latino Network

David Douglas

Jefferson & Roosevelt High School

AYCO (African Youth Community Organization)

El Programa Hispano

Bhutanese Youth Association

IRCO (Immigrant Refugee Community Organization)

Iraqi Society of Oregon

Amistad

Native Family Day

Through PP&R Native American Advisory Committee we held a Native American Family Day where we had over 200 people attend one of our facilities. The goal was to create some cultural awareness and provide opportunities to create partnerships.

Participating agencies:

The Confederate Tribes of Grand Ronde

The Confederate Tribe of Siletz Indians

NARA (Native American Rehabilitation Association)

NAYA (Native American Youth and Family Center)

Bow and Arrow Culture Club

The Portland Youth and Elder Council

Title VII Indian Education Project

Latino Community Day

We partnered with Latino Agencies and created our first Latino Family Day. The goal was to reach out and build relationships with the Latino Community. We wanted to provide program information and access to our centers. We had 300 community members come and take part of the festivities.

The following agencies participated in the creation and development of this event:

Latino Network

El Programa Hispano

Teatro Milagro

Hacienda CDC

Placement Objectives

The job group analysis report indicates that PP&R has parity in 23 of the 32 job groups.

Placement objectives are intended to provide guidance in our recruitment, hiring and promotional efforts. The following are descriptions of PP&R's shortfalls:

- 1BO – Officials/Admin – Botanic
 - Female (3)
- 1PR – Officials/Admin – Parks/Recreation
 - Minority (1)
- 1SP – Officials/Admin – Store & Purchases
 - Female (1)
- 3BO – Technicians – Botanic
 - Female (1)
 - Minority (1)
- 5PR – Protective Service – Non-Sworn – Parks/Recreation
 - Female (1)
- 6GA – Administrative Support – General Administration
 - Female (1)
- 8BO – Service Maintenance – Botanic
 - Minority (10)
- 8GM – Service Maintenance – General Maintenance / Trades
 - Minority (14)
- 8PR – Service Maintenance – Parks/Recreation
 - Female (3)

Source:

Shortfall data according to Affirmative Action/Diversity Development Office – July 2012 PP&R reports.

It is the priority of PP&R to continue to increase our use of affirmative action strategies in order to impact our workforce in the following areas:

1. Increase training of managers/supervisors in the area of recruitment outreach to achieve diversity goals;
2. Provide training and mentoring for seasonal employees to prepare them for career advancement opportunities to increase diversity;
3. Continue to develop partnerships with organizations that can assist with diversity development and training, i.e., Urban League, Native American Rehabilitation Association, National Forum for Black Public Administrators, Native American Youth & Family Center and Immigrant and Refugee Community Organization (IRCO);
4. Provide internship, pre-apprenticeship and apprenticeship opportunities to women and underrepresented groups to expand the applicant pool;
5. Eliminate barriers and perceptions of bias in the workplace;
6. Engage PP&R's hiring managers and staff in implementing the recruitment, hiring and retention recommendations;
7. Outreach to women and underrepresented groups to expand the qualified applicant pool;
8. Ensure fairness and equity to women and underrepresented groups in the hiring process;
9. Develop a mentorship program with assistance from Diverse Empowered Employees of Portland (D.E.E.P.);
10. Employee Cultural Competency in the Workplace mandatory training for all frontline staff;
11. Staff training to outreach to the homeless community to ensure fair treatment in our parks and facilities;
12. How to Create a Respectful Workplace mandatory training for all staff.

Summary of Strategies		
Area of Focus	Planned Actions	Dates
Workforce Planning	Succession planning for retirement and leadership transition.	Fall 2013 Update plan and work with leadership team
	Utilize latest EEO reporting data when hiring.	Annual Report
Recruitment – Outreach	Provide affirmative action analysis and reports to PP&R Leadership Team giving them the ability to utilize the data to bring awareness and implement change.	Annual reports provided each fall
	Training of managers and supervisors in recruitment and outreach efforts.	Winter 2013
Recruitment - Hiring	Create internship opportunities.	Ongoing
	Develop a checklist for hiring managers that utilizes strategies in this report, including outreach for positions.	Summer 2013
Training	Monitor and evaluate training for City managers and supervisors.	Annual report provided to senior management
Career Development Opportunities/Employee Retention	Create guidelines for a mentoring program open to all employees.	Draft recommendations December 2013
	Consider uses of new hire packets, exit interviews, and updating performance evaluations form as retention tools.	January 2014
Internships/Job Shadowing	Create job shadowing and internship opportunities for underrepresented youth.	Ongoing
Affirmative Action Policy	Ensure PP&R's Affirmative Action Policy Statement is available to all employees and that this plan is followed	Ongoing

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Fiscal Years 2013-2017
Affirmative Action Strategies Baseline Report
Portland Parks & Recreation

Carolyn Quan Lee, Diversity and Equity Coordinator, 503-823-5076

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Workforce Planning	Succession planning for retirement and leadership transition.	Update succession plan and launch with leadership team	Increase and retain diversity as part of planning for future retirements throughout PP&R.	Workforce Development Manager and Senior Management Team	Project in place and ongoing
	Utilize latest EEO reporting data when hiring.	<ol style="list-style-type: none"> 1. Review reports on a regular basis. 2. Report information to all managers and supervisors, especially those planning a hire. 3. Track reports to see any changes. 	Ensure that progress towards AA goals is tracked.	Diversity and Equity Coordinator and Committee	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment – Outreach	Hiring Managers training on Affirmative Action and understanding of AA Utilization Reports	Provide assistance with hiring and recruitment to reach AA goals in underutilization categories	Strategy to reach AA goals.	Diversity Development Coordinator in partnership with the Senior Management Team and Hiring Managers. Partner with BHR Outreach, Employment and Diversity Resources (OEDR)	July 2013 and on-going
Recruitment –Hiring	Training of managers/supervisors in recruitment and outreach efforts.	<ol style="list-style-type: none"> 1. Form sustaining partnerships with community based organizations to assist PP&R with training, recruitment and outreach to underrepresented communities. 2. Utilize appropriate media that targets populations of female, underrepresented, veterans, and people with disabilities. 3. Require PP&R work groups to follow recommendations. 4. Track and record organizations notified for all recruitments. 	Increase diversity of candidate pools and subsequently new hires.	Senior Management Team with direction from Workforce Development Manager and Partner with BHR OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Recruitment –Hiring	Create internship opportunities	Identify local schools, colleges and universities for a mutually beneficial partnership.	Improve workforce diversity.	Diversity and Equity Coordinator, Workforce Development Manager and BHR.	Ongoing
	Develop a checklist for hiring managers that utilizes strategies in this report, including outreach for positions.	<ol style="list-style-type: none"> 1. Complete checklist. 2. Use checklist on recruitments. 	Increase community and PP&R involvement through all stages of recruitment	Diversity and Equity Committee with direction from Workforce Development Manager. Partner with BHR-OEDR.	Draft July 2013
Training	Monitor and evaluate training for City managers and supervisors.	<ol style="list-style-type: none"> 1. Ensure all PP&R managers complete cultural competency training series. 2. Enroll new managers in training. 3. Evaluate and analyze additional needs for training. 	Provide City managers and supervisors with the knowledge and tools to increase diversity in recruitment and hiring.	Diversity and Equity Coordinator and Workforce Development Manager with support from BHR and the Office of Equity and Human Rights	Ongoing
Career Development Opportunities/ Employee Retention	Create guidelines for a mentoring program open to all employees.	<ol style="list-style-type: none"> 1. Create guidelines. 2. Receive approval and support from the Senior Management Team. 3. Conduct outreach to identify mentors and participants. 	Retain employees by identifying and creating opportunities for growth within organization.	Diversity and Equity Committee with direction from the Workforce Development Manager, with support from BES.	Draft guidelines September 2013

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Career Development Opportunities/ Employee Retention	Consider uses of new hire packets, exit interviews, and updating performance evaluations form as retention tactics.	<ol style="list-style-type: none"> 1. Analyze current practices within PP&R and Citywide. 2. Update or create materials. 3. Distribute and implement. 	Use multiple methods to retain employees, provide career planning guidance, and analyze why employees leave the organization.	Diversity and Equity Committee with direction from Workforce Development Manager and BHR.	January 2014
Internships/Job Shadowing	Create job shadowing and internship opportunities for underrepresented youth.	<ol style="list-style-type: none"> 1. Establish relationships with local high schools and colleges. 2. Utilize Youth Employment Program positions throughout PP&R. 	Increase exposure of PP&R to female and underrepresented high school, college, and graduate students.	Diversity and Equity Committee and Senior Management Team.	Ongoing
PP&R Affirmative Action Policy and Plan	Ensure the PP&R Affirmative Action Policy Statement is available to all employees and that this plan is followed.	<ol style="list-style-type: none"> 1. Post Affirmative Action Policy Statement on the ParkNet. 2. Regular monitoring of this plan. 3. Regular monitoring of Affirmative Action/EEO data. 	Educate employees of the policy and its importance.	PP&R EEO/AA Representatives in coordination with HR Business Partners and Diversity Development Coordinator/Affirmative Action Officer.	Ongoing
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	<p>Increase pool of veteran applicants.</p> <p>Maximize employment opportunities for eligible veterans.</p>	Partner with OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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Office of Neighborhood
Involvement
(ONI)

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1170
Office of Neighborhood
Involvement

Affirmative Action Strategy

2013-2017

Amalia Alarcón de Morris
Bureau Director

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Introduction

This Office of Neighborhood Involvement (ONI) Affirmative Action Strategy Plan is being written in reliance upon the City's Affirmative Action Plan and all applicable rules therein. This Affirmative Action Strategy plan is intended to support ONI's stated mission and values by improving the bureau's work environment, increasing the cultural competency of staff and expanding workforce diversity.

ONI is committed to valuing the diversity, interests and expertise of our staff and creating an inclusive work environment for our staff as well as our community partners. In 2010 ONI updated its strategic plan and guiding principles to include a wide range of stated values focused on equity and inclusivity. For example a category of "Inclusivity – No one gets left out" includes values of equal participation and meaningful inter-cultural relationships and honoring the diversity of ways in which our communities communicate and participate. The category of "Shared Power and Governance" includes our value to level the playing field for those that want to participate and work for equal access as well as equal opportunity and equity in our work, in ways that are culturally-diverse, culturally specific, and multicultural. The category of "Social Sustainability – people are our most important resource" includes our value of using an equity lens to make decisions and to provide more choices for people who may have fewer choices. The guiding principles are the foundation of all our work and decisions. View online at <http://www.portlandonline.com/oni/index.cfm?c=29128>.

ONI is an equal opportunity employer, committed to the ideals of affirmative action, and committed to having an active affirmative action program. As a bureau, ONI has the unique strength of enjoying a wealth of diverse community partners. These established relationships with diverse communities position the bureau favorably for recruitment activities as well as unique opportunities for diversity training and staff development. After years of staffing cuts, often causing the bureau to lose its most recent, most diverse hires, ONI remains demographically diverse. Thorough recruitment efforts have continued to maintain and support this diverse and inclusive environment. We remain committed to continuing to look for ways to increase and diversify our capacity to provide services that are reflective of, and relevant to, the changing population of our city. ONI remains committed to eliminate any underutilization of women and minorities and maintain or increase the employment percentages we have achieved.

Assessment of Current Affirmative Action Strategies

ONI's current Affirmative Action Strategies were originally developed in 2005. Since that time, ONI has undergone significant changes with a changes in Commissioner-in-Charge, change in Director, change in other key management staff and the transfer of over 28 staff, mostly nuisance inspectors previously housed at BDS and outreach staff at BES. With these changes, the size and participation in ONI's Diversity Committee has fluctuated. However, the bureau has re-evaluated efforts in affirmative action and in cultural diversity and has taken steps to strengthen our commitment in these areas including:

- Active participation in the Citywide Equity Committee. To ensure that we are working towards a culture that is inclusive and advances equity, ONI established a Diversity/Equity Committee charged with assessing present cultural competency and striving to identify resources to improve it. After fluctuations in participation due to staffing changes, the committee has expanded participation and is actively evaluating areas for advancing equity in the bureau.

- In response to 2003 and 2006 bureau-wide surveys, ONI focused affirmative action strategies in the following areas identified as needing improvement:
 - Recruitment and retention of a diverse workforce,
 - Ensuring cultural competency is a key focus in the recruitment and selection of new employees, regardless of position description
 - Ensuring cultural competency is a key factor in performance appraisals, and
 - Resource availability to support cultural competency training.
- ONI has emphasized affirmative action and diversity in recruitment and retention efforts. When possible, ONI has provided temporary and permanent opportunities for our existing knowledgeable and dedicated employees to advance within the bureau. On external recruitments, job announcements have been distributed to community partners as well as local papers that reach diverse applicant pools.
- ONI Managers completed the Cultural Competency Management Certification Training Program and non-management employees have been encouraged to attend the Employee Cultural Competency in the Workplace trainings when possible.
- All employees are encouraged to participate in the annual Regional Diversity Conference and other cultural competency related trainings when possible. ONI has allocated funds to make such trainings available to staff without requiring program specific budgets to be impacted.

The focus of efforts in supporting affirmative action and cultural diversity has been in the area of recruitment and retention and has laid the ground work to sustain these efforts in the 2013-2017 Affirmative Action Strategy.

Placement Objectives

ONI's employment as of June 30, 2012 was compared to the available pool of candidates based upon internal and external availability. Where availability exceeds employment, those groups have been identified as underutilized and Placement Objectives have been set. The statistics identify where the bureau could be doing a better job of attracting a more diverse applicant pool.

ONI employs staff in the following EEO Job Groups and Categories:

1DR Officials/Admin – Directors
 1FL Officials/Admin – Financial
 1GA – Officials/Admin – General Administrative
 1PM – Officials/Admin – Program Management
 2CR – Professionals – Community Relations
 2LE - Professionals – Law Enforcement
 6CR – Administrative Support – Community Relations
 6GA – Administrative Support – General Administrative
 6OS – Administrative Support – Office Support

ONI is currently fully utilized in all of the Job Groups. Although there are no categories with statistically significant underutilization, there are some categories with only one employee so as vacancies come available it does provide an opportunity to expand utilization in those categories.

Since 2008 there has been a slight improvement in the bureau's Affirmative Action statistics. The statistics for the 2008-2012 plan showed underutilization in Professionals Program Management job group (1 Female). Current statistics demonstrate no underutilization in the most recent reports used for this plan (Fourth Quarter FY2011-12). Since the report, ONI has hired one additional female minority in the Professionals – Law Enforcement category increasing our overall percentage of minorities to 21% and percentage of women to 68.4%.

ONI intends to continue working towards increasing and improving the ability of our staff to effectively serve Portland's diverse community needs. We will continue to boost our ability to recruit a diverse qualified applicant pool. In addition, ONI will maintain the Diversity/Equity Committee in order to implement and evaluate identified diversity development plan strategies. ONI plans to maintain focus on the following strategies identified by the committee:

- Continuing to utilize recruitment processes to increase our reach into diverse communities with job announcements.
- Continuing to ensure cultural competency is a key focus in the recruitment and selection of new employees.
- Continuing to ensure that performance evaluation criteria consider cultural competency in addition to support for Affirmative Action Goals, particularly evaluating managers on how they manage and hire for diversity.
- Assessing critical ONI and neighborhood office materials to ensure they are appropriate for their audience and translated into multiple languages as appropriate when funds are available.
- Continuing to encourage training for staff related to diversity development and cultural competency.

Finally, ONI will continue to examine utilization reports and to work closely with the Citywide Equity Committee and Bureau of Human Resources Office of Outreach, Employment and Diversity Resources to respond to issues for our bureau as they come up.

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FISCAL YEARS 2013-2017
AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT
Office of Neighborhood Involvement
January 31, 2013

Submitted by: Amy Archer, Business Operations Supervisor
 Phone: 503-823-2294

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment, Training, and Retention	Policy development and best practices research and implementation. Maintain value of diversity in recruitment.	Utilize standard language stating value of diversity to include in job announcements when possible. Managers ensure interview panels are diverse and trained in multicultural interview techniques.	Ensure that cultural competency and value of diversity is a key focus in recruitment and selection of employees.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with Outreach, Employment & Diversity Resources (OEDR)	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Recruitment, Training, and Retention	Policy development and best practices research and implementation. Maintain value of diversity in retention.	Utilize performance evaluation template including criterion that goes beyond Affirmative Action Goals and incorporates a comprehensive set of cultural competency criteria. Evaluate performance based on this criteria, particularly for hiring managers.	Ensure that cultural competency and value of diversity is a key focus in evaluation of employee performance, particularly for hiring managers.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with OEDR	Ongoing
	Maintain or increase minority and female involvement on application screening and interview panels for filling positions, particularly in underutilized job groups.	Identify external and internal panelists and provide orientation and training on interviewing.	Maintain or increase utilization in Job Group categories.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with OEDR	Ongoing
	Management and staff information and education on affirmative action efforts and diversity issues.	Dedicate a portion of each all staff meeting and on a quarterly basis have a dialog with supervisors and managers on current diversity and affirmative action efforts and issues.	Increase bureau-wide awareness of current utilization issues and group-based problem solving.	ONI Director ONI Leadership team Supervisors and Managers partnering with OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Recruitment, Training, and Retention	Review the Affirmative Action Utilization Report on a quarterly basis.	Continuous review and analysis of the utilization reports to track progress and identify any areas of underutilization for focused efforts on recruitments.	Ensure that affirmative action goals are a priority for management and taken into consideration in recruitment efforts.	ONI Director ONI Business Operations Supervisor ONI Leadership team Supervisors and Managers partnering with OEDR All ONI staff	Ongoing
	Expand the pool of qualified women and minority applicants for potentially underutilized job categories; correct report if needed.	Research and develop relationships with organizations; find publications, events and list serves with female and minority constituents; publicize jobs.	Maintain or expand number of qualified women and minorities within applicant pools for ONI jobs.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with OEDR	Ongoing as positions become available

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Training	<p>Ensure all employees understand the administrative rules governing workplace harassment, including sexual harassment.</p> <p>Ensure managers are trained on how to deal effectively with workplace harassment.</p>	<p>Track all manager and employee training on HRAR 2.02, monitor and ensure staff are trained as required.</p> <p>Include a routine reminder to staff of requirements through email and staff meetings.</p>	<p>Ensure all managers and employees understand the rules and prevent or respond to potential occurrences of workplace harassment.</p>	<p>ONI Director ONI Business Operations Supervisor ONI Leadership team All staff</p>	Ongoing
Veterans and Individuals with Disabilities	<p>Expand efforts to target recruitment with covered veterans and individuals with disabilities.</p>	<p>Research and develop relationships with organizations; find publications, publicize jobs.</p>	<p>Ensure covered veterans and individuals with disabilities are aware of recruitment opportunities.</p>	<p>ONI Director ONI Business Operations Supervisor ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with OEDR</p>	Ongoing
Reasonable Accommodations for Individuals with Disabilities	<p>Maintain and expand efforts to support employees with disabilities.</p>	<p>Conduct safety and accessibility assessments of all ONI facilities.</p> <p>Make reasonable modifications to address any identified issues and accommodate employees with disabilities.</p>	<p>Ensure that applicants, customers and employees with disabilities have access to facilities and services.</p>	<p>ONI Director ONI Business Operations Supervisor ONI Safety Committee ONI Leadership team</p>	<p>Initial facilities evaluations completed. Ongoing</p>

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment, Training and Retention; Effective Customer Service	Expand skills of employees to effectively work with individuals with disabilities.	Provide training to ONI employees and community partners to increase skills in working with individuals with disabilities. Mandatory training in select topics (initial topic: dealing effectively with individuals with mental health issues).	Ensure that employees have the knowledge and skills to work effectively with individuals with disabilities.	ONI Director ONI Equity Committee ONI Safety Committee ONI Leadership team	Mandatory training on dealing with mental health issues in FY2013. Ongoing
Training: Diversity Development & Cultural Competency	Encourage training for staff related to diversity development and cultural competency.	Communicate with staff regarding priority of diversity development and cultural competency training. Forward training announcements and encourage participation.	Improve the bureau's work environment; increase the cultural competency of staff.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers partnering with OEDR	Ongoing
Accessibility, Recruitment	Ensure facilities and meetings/presentations accommodate individuals with disabilities.	Encourage staff to include in all event postings and notices a statement regarding how to request accommodation. Include when sending position announcements.	Ensure individuals with disabilities are aware that ONI will provide necessary accommodations and encourage their participation in events, meetings, recruitments, etc.	ONI Director ONI Leadership team ONI Equity Committee Supervisors and Managers ONI Bureau Advisory Committee	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Workforce Planning	Conduct annual assessment of anticipated retirements and resignations.	Evaluate an annual retirement and resignation forecast submitted by Managers and supervisors to Bureau Director and Business Operation Supervisor.	Proactively plan recruitments; allow time for community outreach; plan for internal promotional opportunities – particularly for women and minorities.	ONI Director ONI Leadership team Supervisors and Managers partnering with OEDR	Ongoing

1190
Portland Bureau of
Emergency Management
(PBEM)

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1190

**Portland Bureau of
Emergency Management**

*Affirmative Action Strategy
2013-2017*

Carmen Merlo, Director

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Introduction

The Portland Bureau of Emergency Management (PBEM) is part of the City's public safety system, working behind the scenes to minimize the impact of emergencies on the community. We work directly with the community in preparedness and mitigation activities as well as with other city bureaus, private, regional, state and federal partners.

The Bureau of Emergency Management's Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Strategy and all applicable rules therein. The bureau is committed to ensuring equal employment opportunities and full and enthusiastic compliance with the City's affirmative action policies. Equitable access and outreach to traditionally underserved communities is one of our core values.

We are one of the smallest City bureaus, currently with 15 employees. Historically, the bureau has had a low rate of turnover, including promotions and lateral movement, though that changed in 2012 with the retirement or separation of several employees. All but two of our employees are non-represented; the represented members are part of DCTU. We rarely have entry-level positions or internship opportunities.

Assessment of Current Affirmative Action Strategies

PBEM is committed to hiring the best and most qualified candidates for all positions within the bureau. Emergency management is a field with a very specific knowledge base and job skills requirements, and the pool of potential candidates among minorities is small. Many emergency management professionals are drawn from fields like fire, police, urban planning and military service. Aside from the military, some of these fields are not particularly diverse. Finally, public awareness of the existence of our bureau, and the field of emergency management, is low.

In order to increase the diversity of our applicant pool, our bureau has been advertising open positions in newspapers such as the Skanner, the Asian Times, Hispanic News and other outlets that engage minority populations. We have also been working with Bureau of Human Resources (BHR) to create interview questions that do not reflect bias against minority groups, and to increase outreach opportunities to minority applicants. We have minority interviewers on all our interview panels and are partnering with the City Disability Committee to have representation of disabled people on our interview panels as well.

We need to help grow the field for the future, increasing awareness among women and minorities of the existence of emergency management as a career. We have an active volunteer base, which helps to increase our visibility in the community. Emergency management used to be an 'on the job' training opportunity but graduate and doctorate-level emergency management programs have become more prevalent. The PBEM training specialist has taught in the PCC two-year emergency management program providing visibility of our bureau in Oregon's emergency management educational system.

We are receiving calls from new graduates and, occasionally, from the placement staff at the colleges inquiring about employment opportunities in our office. The existence of emergency management programs increases public awareness of the field but these graduates often do not have any experience.

Placement Objectives

PBEM's placement objectives are based on data from the City's Bureau Affirmative Action reports, the Portland Plan's emphasis of equity as part of the City's mission and our bureau's strategic goals. PBEM has underutilization of 1 female in the classification of Officials/Administrators – Program Management.

Because emergency management is such a specialized field, there is not a high estimated availability among minorities or women for most positions; none of the positions in our bureau are underutilized for minorities. Minority availability might be low but our office is visibly homogenous and we will continue to expand efforts to reach minority applicants as positions become available. According to the City's year-end Affirmative Action report for PBEM, we are underutilized for women in the Program Management classification; availability is 55.35 while our employment percentage is 37.50. However, the report is a snapshot taken on June 30th, the day after one of our Program Managers retired, she was a long term employee and including her in our metrics brings us back into compliance with availability vs. employment.

PBEM has always had strong representation of veterans, active, and reserve military members among staff. We have also made various accommodations for disabled employees, whether that's flexible hours or physical accommodations like sit-stand desks. Our Management Analyst is part of the City's Disability Commission and we work closely with the Commission to ensure input on our planning, mitigation and preparedness activities.

We have begun working with the Office of Equity and Human Rights (OEHR) to develop better skills reaching minority applicants and develop relationships with minority booster organizations.

The bureau recognizes that effective affirmative action outreach and equity activities take time and effort and all staff are encouraged to participate both within and outside the City structure to increase competence in these areas. Staff is encouraged to attend the Regional Diversity Conference, and the various classes offered in the City such as Understanding Racism or the Employee Cultural Competency series. All our management staff have attended the required Manager's Cultural Competency series and PBEM has representation on the City Equity Committee.

2013-2017 Affirmative Action Strategies
1190-Portland Bureau of Emergency Management

Area of Focus	Planned Actions	Benchmarks Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date
Recruitment: <ul style="list-style-type: none"> • Women • Minorities • Veterans • Individuals with Disabilities 	Increase outreach to women, minorities, veterans and disabled candidates	<ul style="list-style-type: none"> • Advertisements in minority focused news • Advertise on diversity oriented job boards • Partner with BHR – Outreach Employment Recruitment Resources (OEDR) 	<ul style="list-style-type: none"> • Reach a more diverse applicant pool 	Management Analyst Partner with Outreach, Employment and Diversity Resources (OEDR)	Ongoing
	Develop connections to booster organizations such as the Hispanic Business Council or PDXXF	<ul style="list-style-type: none"> • Work with BHR and OEHR to nurture contacts • Request an opportunity to attend or introduce PBEM to minority focused organizations 	<ul style="list-style-type: none"> • Additional opportunities to distribute open position information • Develop relationships with the minority communities and increase PBEM's visibility 	Management Staff PIO	June 2013 - ongoing
	Review job descriptions	<ul style="list-style-type: none"> • Job position description 	<ul style="list-style-type: none"> • Remove unneeded or overly narrow jargon 	Management Analyst Manager for Position Partner with OEDR	Next open position
	Include minority and disability representation on interview panels	<ul style="list-style-type: none"> • Representatives from the Disability Commission and diverse representation on interview panels 	<ul style="list-style-type: none"> • Ensure diverse and culturally sensitive interview panels. 	Hiring managers Partner with OEDR	Already established policy - ongoing
Workforce Development	Encourage all employees to attend equity trainings	<ul style="list-style-type: none"> • All staff members to attend at least one equity, AA or diversity event this year 	<ul style="list-style-type: none"> • Ensure all employees have opportunities to develop equity and cultural competency skills 	Bureau Director	March 2013 – March 2014

Area of Focus	Planned Actions	Benchmarks Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date
(Cont.) Workforce Development	During the yearly strategic retreat, determine opportunities to increase AA and equity progress for the office	<ul style="list-style-type: none"> Discuss AA report and EEO/AA structure in bureau Discuss division level activities and solicit suggestions from all staff 	<ul style="list-style-type: none"> Integrated AA outreach and equity goals solidly into the activities of PBEM's divisions 	All Staff	March - ongoing
	Clarify AA and EEO City rules, compliant process and information	<ul style="list-style-type: none"> Staff meeting discussions PBEM policy development 	<ul style="list-style-type: none"> Ensure that all staff are aware of their rights and responsibilities regarding EEO and Equity in the City 	AA Coordinator	March 2013 – December 2013
	Develop job performance measures for all positions that include equity and AA goals	<ul style="list-style-type: none"> Review existing performance measures and create AA/equity goals 	<ul style="list-style-type: none"> Ensure that equity is part of every employees job 	Management Analyst AA Coordinator	March 2013 - ongoing
Outreach	Provide training and volunteer opportunities.	<ul style="list-style-type: none"> NET Classes, both advanced and beginner Residential strengthening classes Preparedness events 	<ul style="list-style-type: none"> Increase visibility of PBEM, the field of emergency management and preparedness 	NET Program Specialist Training Coordinator	Ongoing
	Continue to look for opportunities to increase visibility for the office and the field of EM.	<ul style="list-style-type: none"> Investigate the possibility of interns/job shadowing for management students Preparedness and event announcements to be placed in minority focused publications Use social and other media. 	<ul style="list-style-type: none"> Teaching job shadowing and internships, increase PBEM's visibility to job entrants Preparedness message in diverse publications ensure all populations are receiving PBEM messages. 	Training Coordinator NET Program Specialist PIO Division AA Coordinator Partner with OEDR	Ongoing
Overall	Review and track AA activities for effectiveness	<ul style="list-style-type: none"> Six month reports 		AA Coordinator Director	March 2013 - Ongoing

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Bureau of
Emergency Communications
(BOEC)

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1200 Bureau of Emergency Communications

Affirmative Action Strategy 2013-2017



**Lisa Turley
Bureau Director**

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Introduction

The Bureau of Emergency Communications (BOEC) is committed to developing a workforce that reflects the diversity of the region; promoting equal employment opportunities for professional development and growth; striving to reach out to diverse communities; and promoting the field of Emergency Communications in a way that is inclusive to all its employees and the community as a whole.

BOEC's goal is to maintain an environment that emphasizes our commitment to Affirmative Action, Equal Opportunity, and Diversity. As new positions are opened, BOEC staff will continue to work with the Bureau of Human Resources and the Office of Equity and Human Rights (OEHR) to ensure outreach and recruitment efforts are made to a diverse applicant pool. It is important to note that any efforts in support of this endeavor will impact very limited staffing levels and funding resources.

BOEC's current Affirmative Action practices include following the City's established Plan, keeping staff informed of BOEC's commitment to compliance, and active Bureau involvement in the Citywide Equity Committee.

This Affirmative Action Program is designed to provide direction to all Bureau staff and management as we implement the City of Portland's Affirmative Action and EEO goals and objectives.

Assessment of Current Affirmative Action Strategies

- BOEC continues to consult with its Human Resource Business Partner to ensure compliance with City Affirmative Action and Equal Opportunity policies in recruitment and hiring.
- BOEC will require employees to attend City of Portland training in Affirmative Action (AA), Equal Employment Opportunity (EEO), and Diversity on a regular basis. BOEC will continue to require supervisors and managers to attend training in those areas.
- BOEC continues participation in culturally specific job fairs to develop relationships within diverse communities and to explain the Bureau's role and the types of employment/career opportunities available in Emergency Communications.
- BOEC seeks to maintain its existing minority staff by providing a favorable environment, encouraging respect and diversity, and offering professional growth opportunities to all.

Placement Objectives

- BOEC will continue to seek to eliminate any barriers to Equal Employment Opportunities and maintain an inclusive work environment for our current employees and for any newly hired staff.
- As positions become vacant or new positions are established, BOEC will continue to: advertise new positions in minority newspapers; work with the Bureau of Human Resources Outreach Employment and Recruitment Resources and the Office of Human Equity to secure a diverse applicant pool; and seek opportunities to explain Emergency Communications careers to diverse community groups to the extent that staffing levels and funding resources are available to support this endeavor.
- Affirmative Action, EEO, and Diversity Training will be incorporated into ongoing meetings with supervisors and managers.

There is currently underutilization of 1 minority in the job group 5EC-Protective Service-Non-sworn-Emergency Communications; and 1 minority in job group 6EC-Administrative Support-Emergency Communications.

Fiscal Years 2013-2017 Affirmative Action Strategies

Bureau of Emergency Communications
February 2013

Lisa Turley, Director
(503) 823-0911

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment/Outreach	Attend culturally specific Job Fairs, Neighborhood Associations, and community events.	Actively seek out opportunities. Attend as they become available.	To Establish and engage in relationships with minorities/diverse groups and applicants for any future new positions.	Training Department / Management Staff, Partner with BHR Outreach Employment & Diversity Resources	On-going
Staff Training in AA/EEO	Quarterly	Update staff on current AA practices; provide AA training to staff; review AA/diversity scenarios.	Alert Supervisors/Managers to AA practices; successfully maintain a diverse workforce.	Training Department, and CEC member and partner with HR Business partner & HR Training Manager.	Yearly

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Resource and Information Sharing	Provide Bureau informational/ recruitment flyers/sheets to city internal and external/regional partners, and ONI.	Promote Emergency Communications as a service and career opportunity.	Reach a diverse community and applicant pool.	All staff	Ongoing
Maintain a diverse workforce	Maintain and foster an environment that encourages diversity.	Invite community partners and others to visit.	Community partners will see the diversity of our current workplace and be encouraged to apply.	All staff	Ongoing
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

1210
Bureau of
Development Services
(BDS)

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1210
Bureau of Development
Services

Affirmative Action Strategy

Fiscal Year 2013-2017

Paul L. Scarlett
Bureau Director

February 15, 2013

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Introduction

The Bureau of Development Services' Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Plan, and all applicable rules therein. The Strategy covers the time period from July 1, 2013 through June 30, 2017.

The Bureau of Development Services is committed to creating an inclusive work environment and a diverse and culturally competent workforce. The bureau is committed to develop an organizational culture that institutionally develops and perpetuates a diverse workforce. It is our policy to promote the achievement of equal employment opportunity through a positive and continuing program of affirmative action designed to ensure the full realization of equal employment opportunity.

It will continue to be the policy of the Bureau of Development Services to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, marital status, sexual orientation, source of income, physical or mental disability not constituting a bona fide qualification in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.

The bureau Diversity Committee continues to be a strong and vital link in the setting of affirmative action objectives and practices. In February 2013, the Committee will make its transition into the BDS Equity Committee. Then in Spring 2013, the committee will be meeting to review its charter, governance document and goals and develop a renewed BDS Equity Plan.

The bureau has accomplished all of the tasks outlined in the previous Affirmative Action Plan. Highlights include:

- The Diversity Committee created and sponsored regular “Doughnuts for Diversity” presentations. Speakers cover a topics related to equity, diversity, and cultural competency. Topics have included racism, white privilege, women, poverty, and mental health.
- The bureau develops an outreach plan for every open competitive recruitment with the purpose of effectively reaching historically underrepresented groups. The bureau outreach plans are integrated into the overall recruitment outreach strategy administered by the Bureau of Human Resources (BHR).
- The bureau regularly participates in City-wide and community diversity efforts.
- The bureau has a continuing community educational outreach program to serve our limited-English speaking customers.
- The bureau has increased the percentage of employees with second language skills from 6% in June 2008 to 10% in April 2013; BDS employees speak 15 languages in addition to English
- All 18 BDS managers have attended diversity training at an average of 13 hours each

Assessment of Current Affirmative Action Strategies

The bureau's 2008 - 2013 Affirmative Action Plan focused on outreach, hiring practices, internal promotions and employee development. The bureau developed an outreach and recruitment plan and partnered with BHR to complete tasks associated with increasing our contacts with potential applicants from underrepresented group members and increasing the number of employment applications received from underrepresented group members. Specific tasks included working with current employees to make contact with minority and female potential job applicants, attending job fairs to provide information about BDS career opportunities, and making community contacts. The bureau also completed the tasks associated with internal promotions and employee development. Specific tasks included making BDS's Professional Development Plans available to all employees to participate in, focusing efforts on feeder job classifications for job groups with placement goals, and providing training to become a Residential Combination Inspector.

BDS experienced a sharp decline in permit revenues beginning in the fall of 2008 with the onset of the recession. As permit revenues continued to fall precipitously in 2009, the bureau responded by implementing widespread cost saving measures, spending down bureau reserves, and laying off more than 50% of its employees. Between FY 2008-09 and FY 2009-10, the bureau's workforce was reduced from 315 employees down to 147.

With revenues slowly improving in 2011, BDS began re-building its reserve and hiring back staff to help address some of the most critical customer and stakeholder service needs. Portland has seen continued growth in construction activity over the past year. As the workload and revenues grow, BDS will be adding positions to respond customer service needs spurred by the resurgence in construction.

There has been a mild drop in the percentage of minorities and women since the last Affirmative Action Plan was written. Statistics for the Jun 3, 2007 showed that the bureau's overall percentage of minorities was 13% and percentage of women was 45%. However, by June 30 2009, the percentage of minorities had risen to 16%.

As of the June 30, 2012, the bureau's overall percentage of minorities is 14% and percentage of women is 42%. This data also shows underutilization in four (4) of our fifteen (15) Job Groups. Although, none of this underutilization is statistically significant, the bureau is continuing its efforts to improve its hiring and retention of minorities and women.

The bureau completed the tasks in the 2008-13 Affirmative Action Plan. We will continue to assess the effectiveness of our outreach and training plans. This assessment and evaluation will be on the program for the bureau Equity Committee Retreat in this Spring. After the outreach and training efforts have been evaluated the Equity Committee may make further recommendations for outreach and training activities.

In addition, the bureau has embarked on a Strategic Planning process. Workforce Development is a key focus area of the Strategic Plan. Once the plan is completed, additional Action Strategies may be added to the Affirmative Action Strategies Baseline Report.

Long Term Affirmative Action Goals

The bureau's long term Affirmative Action goals are to:

- Increase the overall bureau-wide percentage of minorities to 25%, which is slightly below the percentage of minorities in the City of Portland. This means retaining the current number of minority employees and hiring additional people of color.
- Increase the overall bureau-wide percentage of people of color in the following types of jobs: inspectors, plan examiners, engineers, planners, administrative support, office support, and managers/supervisors.
- Increase the overall bureau-wide percentage of women in the following types of jobs: inspectors, engineers, and supervisors.

Specific actions that the bureau intends to take are included in the attached Affirmative Action Strategies Baseline Report.

Placement Objectives

BDS's employment as of June 30, 2012 was compared to the available pool of candidates based upon internal and external availability. Where availability exceeds employment (utilization), Placement Objectives are set. Placement Objectives are intended to provide guidance for BDS in recruitment, hiring and promotion efforts. The statistics identify where the bureau could be doing a better job of attracting a more diverse applicant pool and serve as a benchmark for the bureau's efforts to develop an organizational culture that institutionally develops and perpetuates a diverse workforce.

Seven (7) placement goals have been set for four (4) out of fifteen (15) Job Groups. These goals are listed below. There is no statistically significant underutilization in any of the 15 AA Job Groups. Placement Objectives are set when job groups are underutilized by a least one whole person.

The bureau has set goals to improve its overall percentage of minorities and percentage of women and minorities in non-traditional careers. The bureau's Affirmative Action Plan contains activities to assist in meeting these goals.

BDS Placement Goals Effective beginning 7/1/12			
Job Group/ BDS Job Classifications	Placement Objective (1)	BDS Employment (2)	Availability (3)
Officials/Admin- Building Inspections (4) Inspection Manager All Inspectors Plan Examiner series	2 Female	13%	17%
	2 "Two minority" category	0%	3%
Officials/Admin- Code Inspections (4) Code Specialist series Noise Control Officer	2 female	14%	50%
Professionals – Planning Supervising Planner City Planner series	1 Minority	10%	13%
	1 Black	0%	5%
	1 Hispanic	0%	4%
Admin Support – Office Support Office Support series	2 Female (5)	67%	85%
Notes: <ol style="list-style-type: none"> 1. Placement Objectives are set when availability exceeds employment by at least one whole person. 2. Utilization is the percent employed in BDS as of 6/30/12. 3. Availability is the percent that is available for hire both internally and externally. The available pool of candidates is based upon internal and external availability. 4. Job Group under review regarding classifications that are assigned to it. (See "Concerns" below.) 5. May indicate that BDS hires non-traditional employees for Office Support positions. 			

FISCAL YEARS 2013-2017
AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau of Development Services

REVISED April 12, 2013

Denise Kleim, Senior Bureau Operations Manager
503-823-7338

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Outreach	Evaluate, update and implement revised BDS outreach & recruitment plan.	Develop and implement an outreach plan for each open recruitment. Focus efforts on underrepresented groups. Identify and use specific professional and trades organizations related to each opening, especially minority and women organizations.	Increase number of employment applications received from underrepresented group members.	Kleim Edwards BDS Equity Committee BDS Labor Management Committee	2/1/13 – Continue to write recruitment / outreach plans for recruitments incorporating revisions where appropriate. 7/1/13 – Assess effectiveness of outreach plans. 2013- 2017 – Make program improvements & assess effectiveness.
	Increase contact with potential applicants from underrepresented group members.	Partner with HR Outreach Manager and BDS Training Section Staff, work with existing employees to make contact with minority and female potential job applicants. Develop recruitment specific outreach strategies.	Increase number of employment applications received from underrepresented group members.	Kleim Edwards Partner with Outreach, Employment & Diversity Resources (OEDR).	2/1/13 - For each appropriate recruitment. 7/1/13 – Assess effectiveness of outreach plans. 2013-17 – Make program improvements & assess effectiveness.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Outreach	(Cont.) Increase contact with potential applicants from underrepresented group members.	Attend job fairs to provide information about BDS career opportunities.	Broaden applicant pool for future job openings.	Kleim Edwards Partner with OEDR.	Annually - at least 3 per year; assess effectiveness of each one that was attended.
		Update outreach information that is translated in multiple languages and distribute to appropriate community organizations.	Increase number of employment applications received from second language speakers.	Caron Poole Partner with HRBP	Complete by December 2013.
		Make contact with high schools to present information about jobs at BDS.	Inform high school students about BDS careers.	Edwards Senior Managers	Begin in 2014.
		Develop strategies for outreach to the Hispanic/Latino community.	Increase number of employment applications received from the Hispanic/Latino community.	Kleim Edwards Partner with OEDR.	Begin in Spring 2013
	Increase number of employment applications received from underrepresented group members.	If building inspection technology programs at Portland and Chemeketa community college are restarted, provide College Work Experience for students enrolled.	Provide training opportunities to underrepresented groups.	Edwards Inspection, Plan Review & Site Services Section Managers and staff	Annually – at least 2 per year
		Hire college work study students.	Provide training opportunities to underrepresented groups. Increase diversity in workforce.	Esau	Annually – about 2 Work Study students

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Outreach	(Cont.) Increase number of employment applications received from underrepresented group members.	Make community contacts.	Increase diversity in workforce. Become a well-known employer of choice in the community.	Kleim Edwards Division Managers BDS Equity Committee Partner with OEDR	7/1/13 – Begin to make contacts again, update & revise contacts & assess effectiveness.
		Place summer youth in BDS from interns provided by City of Portland Summer Youth Program.	Provide training opportunities to underrepresented groups.	Kleim Edwards Section & Division Managers	Summer of 2013 - 17 - at least 2 per summer.
		Work with Chemeketa Community College, Portland Community College, State Building Codes Division, Oregon Building Officials, and other building departments to restart and enhance building codes training in community colleges. Research possibilities of providing scholarships to students in underrepresented groups.	Expand pool of qualified minority and female candidates for inspector and plan examiner jobs.	Kleim Nicks Edwards McDonald	Begin in 2013; continue involvement through 2017.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
<i>(Cont.)</i> Outreach	<i>(Cont.)</i> Increase number of employment applications received from underrepresented group members.	Work with higher education institutions in the region to develop mentorship, contacts, etc with planning, engineering, architectural and other students of color.	Expand pool of qualified minority candidates for City Engineering jobs	Kleim Peterson Esau Whitehill McKinney Hayakawa Morgan Edwards	Begin in 2013; continue involvement through 2017.
Hiring Practices	Ensure that hiring processes are fair and consistent.	Continue to provide training in cross-cultural interviewing for all division managers, section managers, & staff involved in interview processes.	Hire & promote a more diverse workforce.	Kleim Edwards Partner with BHR	2013-2017– ongoing training for every hiring panel.
		Write interview questions that are culturally competent.	Hire & promote a more diverse workforce.	Kleim Edwards Section & Division Managers Partner with OEDR & HRBP	2013-2017– ongoing; all interview questions reviewed by Kleim, Edwards

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Hiring Practices	(Cont.) Ensure that hiring processes are fair and consistent.	Ensure that there are people of color and women on hiring panels of positions with leadership responsibilities, with minority and/or female candidates, with general lack of diversity, and/or with AA placement goals.	Hire & promote a more diverse workforce.	Kleim Edwards Section & Division Managers BDS Labor Management Hiring Subcommittee	FY 2013-2017 – ongoing; keep tracking list of all interview panel members
		Create a list of minority and female Subject Matter Experts who can participate on interview panels.	Hire & promote a more diverse workforce.	Kleim Edwards BDS Leadership Team BDS Labor Management Committee BDS Equity Committee Partner with OEDR	Spring 2013 – create list Ongoing – Add to list as openings occur and use these SMEs on interview panels
		For position requiring certifications, include specific information on BDS website and with job announcements explaining process for State/ICC certification.	Ensure that potential applicants understand the State/ICC certification process.	Kleim Edwards BDS Leadership Team	February 2013 - for every job opening requiring State/ICC certification
		Include specific information on BDS website explaining how to work towards a career in BDS.	Ensure that potential applicants understand the varied ways to enter a career track at BDS.	Kleim Edwards BDS Leadership Team	2014 and then keep updated

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Hiring Practices	Ensure that hiring processes are fair and consistent; provide training as needed.	Thoroughly analyze recruitment/selection statistics to determine where roadblocks to diversity are in the process.	Hire & promote a more diverse workforce	Kleim Edwards BHR Business Partner BDS Leadership Team BDS Labor Management Committee BDS Equity Committee Partner with OEDR	Ongoing
Internal Promotions	Provide training for promotional and career enhancement opportunities.	Champion & implement BDS's Professional Development Plans. Focus on employees in feeder job classes for job groups with placement goals. Partner with BHR to locate and develop training.	Promote a more diverse workforce.	Edwards HRBP Employees Section & Division Managers	Summer 2013: Re-market Professional Development Plans 2013-17: continue to promote and assist in the development of plans.
		Examine alternatives to restart Residential Combination Inspector training program.	Provide training for promotional and career enhancement opportunities for employees to become fully certified as Combination Inspectors.	Edwards Nicks McDonald	2013 – Write plan for restarting this Training Program; 2014 - Implement Then ongoing until all Combination Inspectors are fully trained

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
<i>(Cont.)</i> Internal Promotions	<i>(Cont.)</i> Provide training for promotional and career enhancement opportunities.	Launch BDS Leadership Training Program.	Provide training for promotional and career enhancement opportunities for employees to become lead staff or supervisors and/or expand their leadership skills.	Kleim Edwards BDS Leadership Team BDS Labor Management Committee BDS Equity Committee	2013 – Launch program 2013-17 – continue program
Employee Development	Raise awareness and educate employees regarding the value of differences in the workplace.	Update and revise bureau-wide training program for equity/diversity/cultural competency. Train BDS employees. Provide periodic refresher and more advanced training.	Assist with retention of current & new “diverse” employees.	Kleim Edwards HRBP BDS Equity Committee Partner with BHR-Training & Workforce Development Manager	2013 – revise & update plan / program. BDS Equity Cmtee to produce updated plan, monitor progress & recommend changes & requirements. 2013-2017 – continue to hold at least 6 Doughnuts for Diversity Sessions 2013 – 2017 – Continue BDS Diversity Book Group
Veterans	Recruit, Retain & Promote Veterans.	Plan recruitment outreach for veterans. Include veteran representation on BDS committees.	Increase pool of Veteran applicants. Ensure that there is a “veteran voice” for BDS policies and work.	Kleim Edward BDS Leadership Team BDS Labor Management Committee BDS Equity Committee Partner with OEDR	Ongoing Spring 2013 – review composition of BDS committees Summer 2013: Add veteran representatives if any are lacking

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Persons with Disabilities	Recruit, Retain & Promote Persons with Disabilities.	<p>Contact organizations representing the disabled community for recruitment outreach.</p> <p>Train managers on employment of the disabled.</p> <p>Train employees on employment of the disabled.</p>	<p>Increase pool of disabled applicants.</p> <p>Ensure that managers know the possibilities for employing those with disabilities.</p> <p>Ensure that employees know how to respond to disabled co-workers; understand the possibilities for employing those with disabilities.</p>	<p>Kleim</p> <p>Edwards</p> <p>Partner with BHR OEDR & Training & Workforce Development Manager</p> <p>BDS Leadership Team</p> <p>BDS Labor Management Committee</p> <p>BDS Equity Committee</p>	<p>Ongoing</p> <p>Winter 2013</p> <p>Spring 2014</p>

1230
Fire & Police Disability
& Retirement Fund
(FPDR)

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1230
Bureau of Fire and Police
Disability and Retirement
(FPD&R)



Affirmative Action Strategy
2013 -2017

Linda L. Jefferson
Bureau Director

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Introduction

The Bureau of Fire and Police Disability and Retirement's (FPDR) Affirmative Action Strategy is being written in reliance upon the City's Affirmative Action Plan, and all applicable rules therein.

The FPDR is committed to creating a diverse and inclusive workforce. The FPDR promotes an environment for staff and stakeholders that values diversity, inclusivity, respect and cultural competence, and enriches our work.

The FPDR was a division under the Office of the City Auditor. However, as a result of FPDR reforms passed by the voters of the City of Portland in 2006, City Council passed Ordinance No. 180690 which established the FPDR as its own bureau. This report will be the first strategy report to be filed by the FPDR.

Assessment of Current Affirmative Action Strategies

The FPDR is a small bureau of 17 employees. The FPDR has worked diligently and successfully to hire qualified candidates of diverse and protected class backgrounds. The FPDR has been successful in retaining female and minority employees. As such, there has been very little turnover or change to staff.

The FPDR has evaluated its efforts in affirmative action and in cultural diversity and finds that there is no underutilization in any of the existing job groups. Since the FPDR currently meets the City goals, its strategy will be designed to remain in compliance.

The FPDR will also continue active participation in the Citywide Equity Committee to ensure that we are working towards a culture that is inclusive and embraces diversity.

Placement Objectives

The FPDR does not have any underutilized categories. We will therefore work towards the following:

- 1) Remaining in compliance with citywide EEO/AA goals.
- 2) Retaining existing staff.
- 3) Encouraging continuing training for staff related to diversity development and cultural competency.
- 4) Expanding outreach to diverse communities, when hiring needs arise.
- 5) Continuing to utilize a recruitment process that ensures job announcements reach a diverse applicant pool, to include females, people of color, veterans and individuals with disabilities.

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2013-2017 AFFIRMATIVE ACTION STRATEGIES
BASELINE REPORT
 Bureau of Fire and Police Disability and Retirement
 January 2013

Prepared by: Kathleen Kakesako, Sr. Legal Assistant, Tele. (503) 823-5495

The FPDR did not have any underutilized job categories or deficiencies. However, the following is designed to ensure we maintain that status.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Training and Cultural Competency	Increase awareness and sensitivity to diversity and EEO needs.	Continue to send staff and managers to training.	Increase awareness of diversity goals; create a supportive work environment.	Julie Morrow, Partner with BHR Training and Workforce Development Manager.	Continuing
Hiring and Recruitment	Expand outreach to diverse communities and ensure outreach efforts include minorities, females, veterans and individuals with disabilities.	Ensure recruitments are announced in diverse communities.	Reach as broad a pool of qualified applicants as possible.	Bureau Director Partner with BHR Outreach Employment and Diversity Resources (OEDR).	As needed

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Office of Management
& Finance
(OM&F)

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1290

**Office of
Management and Finance**

Affirmative Action Strategy

2013-2017

**Jack D. Graham
Chief Administrative Officer**

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Introduction

The Office of Management and Finance (OMF) has a long-standing and continuing commitment to providing equal employment opportunities. OMF believes this is the right way to conduct business. OMF will continue to be a leader in acknowledging, respecting, and valuing the diversity of our current and future employees, our internal and external customers, and other stakeholders. OMF's Affirmative Action Strategy is written in support of the City's Affirmative Action Plan and all applicable Rules.

The Office of Management and Finance, directed by the Chief Administrative Officer, provides internal support services that help ensure City bureaus fulfill their missions. As of the beginning of fiscal year 2013 - 2014, OMF consists of:

- The Chief Administrator's Office (CAO) is comprised of Business Operations, the Policy Team and Enterprise Business Solutions. The CAO provides support to the CAO directs the OMF bureaus and the strategic direction of the OMF organization, and provides leadership and support for a variety of projects and programs for City Council and City bureaus.
- Financial Services is responsible for the City's central accounting, treasury, and debt management. The bureau also provides internal financial consulting services that support City bureaus and the Portland Development Commission.
- Bureau of Human Resources (BHR) provides strategic leadership and management for citywide human resources systems and pension oversight programs which link to the overall business strategies of the Council and bureaus. Through its corporate-level activities and site teams, helps City bureaus to recruit, develop, and retain a competent and high-quality workforce representative of the community.
- Bureau of Internal Business Services (BIBS) is the central provider for an array of business services to other City bureaus including: CityFleet, Facilities Services, Printing & Distribution, Procurement Services, and Risk Management. Business Services staff members are instrumental in developing City policies and procedures that reflect the City's leading edge approach to social, environmental and economic goals.
- Revenue Bureau is the agency charged with collecting business taxes for Portland and Multnomah County. The bureau also collects the Arts Tax, property lien and business improvement district assessments, and maintains customer information/billing databases for other City bureaus including Water, Environmental Services and Transportation. The bureau also enforces various regulatory programs.
- Bureau of Technology Services (BTS) provides strategic planning and management of the City's communications-related and information technology equipment and systems. BTS provides expert and cost effective communications and information technology services to the City and regional partners, promoting interoperability.
- Enterprise Business Solution (EBS), a division of the City of Portland's Office of Management and Finance (OMF), manages the SAP application for the City. Our mission is to deliver and support innovative, integrated, cost-effective enterprise solutions to our City Customers.

OMF is committed to the ideals of affirmative action. Core values of OMF reflect dedication to ensuring equal employment opportunities. *Our values are...*

- **Accountability** – We are committed to personal and organizational integrity.
- **Collaboration** – We value internal and external partnerships.
- **Equity** – We value diversity and provide inclusive opportunities.
- **Innovation** – We are committed to fostering new ideas and encouraging creativity.
- **Service** – We are committed to understanding and exceeding customer expectations.
- **Sustainability** – We are committed to stewardship of our financial, physical and environmental resources.

Goal 8

Collaborate with our stakeholders to identify and eliminate barriers within OMF processes and procedures to provide equitable access to City services and opportunities.

In the spirit of OMF's continuous improvement philosophy, OMF will continue to promote understanding and fulfillment of equal opportunity in all facets of business through a proactive and evolving program of affirmative action, equal employment opportunity, and diversity development education and awareness.

Assessment of Current Affirmative Action Strategies

Over the last two AAP's, the major focus of the OMF 2005-2008 and 2008-2013 Affirmative Action Strategies was on outreach and training. Since these strategies were adopted, OMF has accomplished many of its goals.

The Bureau of Human Resources rolled out cultural competency training programs for both managers and employees. Many OMF managers, supervisors, and employees have begun and completed these series. OMF bureaus will continue to schedule employees to attend these trainings.

Data analysis shows that OMF, in keeping with national trends, will have a significant number of employees that will be retirement eligible. OMF initiated succession planning which includes strategies to attain affirmative action goals and maintain parity.

OMF's Diversity Committee also has sponsored citywide events for many cultural celebrations including Asian Pacific Heritage, Women's History, Disability Awareness, Human Rights Day, African American History, Hispanic Heritage, and Native American Heritage months. As well, OMF sponsored a lunchtime panel of speakers on Arab-Americans in Portland. For these events, OMF has often partnered with other bureaus and fostered cross-bureau collaboration by co-sponsoring these events together.

Office of Management & Finance Citywide Activities

OMF has citywide responsibilities related to equal opportunity and affirmative action in addition to the internal organizational development activities outlined in the Affirmative Action Strategies Baseline Report. These citywide responsibilities are carried out primarily in the Bureau of Human Resources. However, the Bureaus of Purchases and Technology Services also undertake initiatives which are important to equal opportunity and diversification of the City's workforce. OMF bureaus provide citywide stewardship in this arena under the leadership of the Chief Administrative Officer.

Bureau of Human Resources (BHR)

- The **Bureau of Human Resources** is the OMF citywide steward of affirmative action activity. Several actions the bureau will complete in relation to citywide affirmative action and equal opportunity are identified in the [Human Resources Strategic Plan](#) and [the Citywide Affirmative Action Strategy](#). These citywide actions include implementing and maintaining citywide measures to ensure achievement of the Citywide Affirmative Action Strategy.

Additionally, through the following projects, BHR will take the citywide lead on the following activities:

- Design and implement citywide employee development programs within the BHR in collaboration with all City bureaus to:
 - Expand City diversity outreach, cultural awareness and recruitment efforts;
 - Provide training for managers and supervisors; and
 - Outreach Recruitment.

Bureau of Internal Business Services (BIBS)

The **Bureau of Internal Business Services** has several ongoing programs which support and enforce diversification citywide. The following brief statements will provide insight to each program and speak to equal opportunity and equal access to City Programs.

Facilities Services

Facilities Services coordinates ADA Title II and the Civil Rights Act Title VI programs to ensure equal access to City programs and compliance with both laws.

- **ADA Title II Transition Plan and Self-Evaluations** are comprehensive reports that identify barriers to people with disabilities. The Self-Evaluation reviews programmatic and communication access within the City government, reports on the findings, and recommends actions to remove those barriers. The Transition Plan examines architectural and other physical barriers within the City, identifies those barriers, and develops a three year timeline and recommendations for barrier removal.
- **Civil Rights Act of 1964 Title VI** prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance and the Civil Rights Restoration Act of 1987 broadened the scope of Title VI coverage by expanding the definition of terms "programs or activities" to include all programs or activities of Federal

Aid recipients, sub recipients, and contractors, whether such programs and activities are federally assisted or not (Public Law 100259 [2.557] March 22, 1988). The City must assure that every effort is made to ensure nondiscrimination in all programs, services and activities and will ensure nondiscrimination if federal funds are distributed via the City to other entities.

Procurement Services

Procurement Services division has several ongoing programs which support and enforce diversification citywide. The following brief statements will provide insight to each program and speak to equal opportunity in contracting and contractor activities.

- **Prime Contractor Development Program;** the goal of the Prime Contractor Development Program is to increase the number of Minority and Women prime contractors with the City's public works and improvement projects. In working toward such a goal, the City has two specific objectives: 1) develop an orderly and efficient method for awarding the work and 2) provide educational, training and mentoring opportunities and technical assistance for the program participants.
- **Section 3 Program;** is a provision of the Housing and Urban Development (HUD) Act of 1968. Section 3 requires recipients of certain HUD financial assistance to direct employment and contracting opportunities to low and very-low income persons and businesses residing in the community, where the project is located, to the greatest extent feasible.
- **Minority Evaluator Program;** was established, December 16th, 2009, and requires all City Bureaus to include at least one minority evaluator in the procurement award process.
- **Good Faith Effort;** The GFE program requires prime contractors to make an effort to provide subcontracting opportunities to state certified MWESB firms. The prime is required to contact state certified firms by fax or letter and phone for those divisions of work specified by the City at the time the contract is put out to bid. Efforts to contact and work with certified firms must be documented to the City.
- **Professional Services Marketing & Outreach Program;** is designed to increase opportunities for minority, women and emerging small business (M/W/ESB's) to obtain consulting contracts for the City of Portland by increasing access to useful information, removing barriers, improving policies, and advising City employees.
- **Workforce Training & Hiring Program;** the goal is to increase the numbers of women and minorities in the construction trades through apprenticeship opportunities on City of Portland projects.
- **Mentor Protégé Program;** In conjunction with the Port of Portland, the City sponsors the Regional Mentor – Protégé program to help minority-owned, women-owned and emerging small businesses gain experience and build capacity. The program links these emerging businesses with mature, established firms that volunteer to share their expertise. In regularly monthly meetings, the mentor helps the smaller firm develop plans, identify needs, and overcome barriers to success.

Risk Management Division

The Risk Management Division administers the City's workers' compensation, general tort liability, and auto liability programs. The services include managing the self-insurance programs and the procurement of commercial insurance for some risks not self-insured.

Risk Management Division services to City bureaus cover occupational health and infectious disease, injured employee return to work, employee safety, loss prevention, risk assessment, catastrophic property loss insurance recovery, and third party subrogation.

Revenue Bureau

The **Revenue Bureau**, with its responsibility for collection of City and Multnomah County business, transient lodging taxes, the Arts Education and Access tax and the enforcement of various regulatory programs continues to make efforts to support and enforce diversification citywide. The following programs and outreach efforts speak to equal opportunity in the city's economic development:

- Elders in Action's Review: we continue to participate in this activity and the bureau is up to date with Elders in Action.
- Provide information in multiple languages: also ongoing, particularly with our language bank for assisting customers.
- Ensure that all supervisors and staff attend all CCMC and ECCW training modules.
- Provide staff with ongoing equity development training and learning opportunities, based on bureau goals and feedback received from staff and managers.

High-level Revenue Bureau Diversity Committee (RBDC) goals for 2013 and beyond:

- Transition bureau diversity committee into an equity committee aligned with citywide equity goals.
- Integrate equity principles into bureau processes as outlined in the Portland Plan.
- Broadband Strategic Plan and citywide equity goals.

Bureau of Technology Services (BTS)

The **Bureau of Technology Services** provides management, policy setting, strategic planning and leadership in the use of computer, radio, and telecommunications technologies, in order to support the effective delivery of government services. Technology Services works to support user accessibility and accommodation to ensure all employees have the technology tools to do their jobs, and maintain systems for electronic tracking and monitoring of human resources information for the City.

Upcoming initiatives where Technology Services plays a key role to support Affirmative Action goals include:

- Implementing a hiring checklist for all BTS recruitments which includes mandatory outreach to underrepresented classes and a diverse interview panel;
- Conduct equity, racism, and or/bias dialogue sessions for BTS staff to increase awareness of issues that lead to disparities and to promote a trusting, diverse and equitable workforce;

- Providing technology job shadowing opportunities, particularly for minorities, women and other underrepresented classes;
- Continuing to support increased accessibility of online systems; and
- Continual service improvements to continue supporting all City Bureaus in the delivery of their services to the public.

Placement Objectives

The Bureau of Human Resources (BHR) prepares quarterly reports of the City of Portland's affirmative action (AA) data. Reports are sent out via email to AA representatives in the bureaus. The reports contain comparison data for all job groups in a bureau. The job groups come from EEO classifications and, within each job group; there may be several different job classes. Data used for this plan is from the fourth quarter of fiscal year 2011-12.

The reports contain a wide array of data about the current workforce – including what percentage of women and minorities are currently in each job group. BHR receives data for use in these reports that identifies the availability in the community for each job group. The availability figure comes from an analysis of many factors including education level, training, etc., that determines how many women or minorities are available for that job area. The AA reports then compare the current (or “incumbency”) vs. the availability data and state whether a placement goal is needed and a numerical placement goal.

Placement Objectives were set for every EEO Job Group within OMF where employment was less than availability by at least one whole person as of Fiscal Year 2011-12, Fourth Quarter. It is important to note that this data is updated every quarter and is always in a constant state of change, due to new hires, retirements of current employees, or employees leaving a position. The EEO job groups listed below may change over time due to these factors, so it is important that the EEO data is reviewed every quarter as placement goals in this report are not static.

In alignment with OMF's Affirmative Action Strategies, OMF adheres to the goal of increasing employment within EEO Job Groups identified as currently underutilizing available populations. As well, OMF will make every possible effort to encourage employment of veterans and persons with disabilities, and make reasonable accommodations to the known impairments for employees with reported disabilities.

OMF Goals for Minorities and Females

OMF has set the goal to increase the employment of qualified Minorities and Females in the following EEO Job Groups:

Human Resources

2HR, Professionals – Human Resources	2 females
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Technology Services

1IT Officials/Administrators – Information Technology	1 female
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1SP Officials/Administrators – Stores and Purchases	1 female
---	----------

2IT Professionals – Information Technology	13 females
--	------------

3EL Technicians – Electricians	1 minority, 2 females
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Bureau of Purchases

There was no underutilization of minorities or females.

Bureau of Financial Services

2AC Professionals – Accounting	4 females
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Revenue Bureau

2AC Professionals – Accounting	1 female
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2IT Professionals – Information technology	1 minority
--	------------

Chief Administrators Office

1IT Officials/Administrators – Information Technology	1 minority
---	------------

1SP Officials/Administrators – Stores and Purchases	1 female
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6BT Administrative Support – Building Trades	1 female
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7AM Skilled Auto Maintenance	1 female
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1290-Office of Management & Finance Affirmative Action Strategies

1290-Office of Management & Finance
Fiscal Years 2013-2017
OMF Internal Affirmative Action Strategies Baseline Report

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment – Outreach	Develop OMF outreach recruiters to participate in job fairs, community events and outreach to schools	<ol style="list-style-type: none"> 1. Create OMF-wide list of employee volunteers to participate in outreach events. 2. OMF outreach recruiter participation in at least four events each fiscal year. 	Combine resources across OMF to ensure better outreach results, raise visibility for OMF, and build community relationships.	BHR Outreach, Employment & Diversity Resource (OEDR), with assistance from OMF Core Leadership Team.	<ol style="list-style-type: none"> 1. 2013-14 2. Ongoing.
	Expand OMF recruitment efforts to include notification and participation in community organizations	<ol style="list-style-type: none"> 1. Create recommendations and strategy for OMF to pool resources and utilize appropriate media that targets populations of female, minorities, veterans, and people with disabilities. 2. Require all OMF bureaus to follow recommendations. 3. Track and record organizations notified for all recruitments. 	Increase diversity of candidate pools and subsequently new hires.	<ol style="list-style-type: none"> 1. OMF DD Team, with support from DEEP responsible for creating recommendations and strategy. 2. OMF Core Leadership Team responsible for following recommendations. <p>BHR responsible for tracking organizations notified for OMF recruitments.</p>	<p>2013-14</p> <p>Ongoing.</p>

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment - Hiring	Increase minority community member involvement on application screenings and interview panels	<ol style="list-style-type: none"> 1. Develop list of known community organizations and contact names. 2. Participate in professional organizations and conferences and other networking opportunities with groups that serve minorities, females, veterans and/or persons with disabilities. 3. Distribute list to CAO, OMF Core Leadership Team, Managers and Supervisors in coordination with HR Business Partners. 	Improve utilization of minority community members in hiring process, potentially increasing utilization through new hires.	BHR Outreach Employment Recruitment Resource.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Recruitment - Hiring	Increase female and minority involvement on application screening and interview panels for positions currently underutilized.	<ol style="list-style-type: none"> 1. Include diverse subject matter experts (SME) or stakeholders when feasible on all screening and interview panels 2. Establish database of OMF minority/female evaluators and interviewers. 3. Utilize DEEP affinity groups as resource for panels. 	Improve utilization of minority OMF SME's and stakeholders in hiring process, potentially increasing utilization through new hires.	<ol style="list-style-type: none"> 1. OMF hiring managers. 2. Partner with BHR OERD. 	Ongoing.
Training	Monitor and evaluate training for City managers and supervisors.	<ol style="list-style-type: none"> 1. Ensure all OMF managers complete cultural competency training series. 2. Enroll new managers in training. 3. Evaluate and analyze additional needs for training. 	Provide City managers and supervisors with the knowledge and tools to increase diversity in recruitment and hiring.	OMF Core Leadership Team. HR Training manager.	<ol style="list-style-type: none"> 1. Ongoing. 2. Ongoing.
	Conduct OMF-wide employee training on topics related to diversity, equity.	<ol style="list-style-type: none"> 1. Support OMF DD Committee and Executive Sponsors in conducting training. 	Expand employee knowledge of diversity and equity, and how it applies to day-to-day work.	OMF DD Committee and Executive Sponsors.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
OMF Affirmative Action Policy and Plan	Ensure the OMF Affirmative Action Policy Statement is available to all OMF employees and that this plan is followed.	<ol style="list-style-type: none"> 1. Post OMF Affirmative Action Policy Statement on the OMF website on PortlandOnline and include statement in the City New Employee Checklist packet. 2. Monitor this plan. 3. Monitor Affirmative Action/EEO data. 	Educate employees of the OMF policy and potentially reduce incidents that violate that policy.	<ol style="list-style-type: none"> 1. OMF Core Leadership Team 2. Mayor and Council and AAP Rep responsible for monitoring plan. 	<ol style="list-style-type: none"> 1. Ongoing. 2. The beginning of every fiscal year. 3. Quarterly when reports come out from BHR.
Mentoring Program	Actively support the mentoring program which was developed under the previous OMF AAP.	Compile listing of program participants.	Prepare diverse employees for promotion and retention. As a focus area of the mentoring program, managers and supervisors should encourage diverse employees to participate.)	Partner with HR Site Team Manager and OMF managers and supervisors.	Ongoing.
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	<p>Increase pool of veteran applicants.</p> <p>Maximize employment opportunities for eligible veterans.</p>	Partner with OEDR	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Partner with OEDR and Training and Workforce Development Manager	Ongoing

Affirmative Action Strategies for OMF Bureaus

1240-Bureau of Human Resources (BHR)
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: 1240-Bureau of Human Resources

Date of Report: _____

Name and position of person submitting report: Diane Avery and Snow Buchanan

Telephone Number: 503-823-3519 and 503-823-6959

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Focused Outreach	Implement focused outreach strategies.	Recruit diverse job seekers to the City.	To reach out to people who because of discrimination based on race, ethnicity, gender, language, sexual orientation/expression, or disabilities, may not envision themselves as viable applicants for city employment, or because of historical conditions and/or cultural differences and/or differences in communication styles, may not know of opportunities and/or processes related to becoming a city employee.	OEDR Focused Outreach Recruiter & Sr. Human Resources Analysts (Sr. HRAs).	Ongoing
		Work one-on-one with diverse candidates interested in pursuing City employment.		OEDR Focused Outreach Recruiter.	
		Network with & speak to diverse community & workforce development organizations regarding City as an employer.		OEDR Focused Outreach Recruiter & Sr. HRAs.	
		Maintain Resume data bank of diverse candidates.		OEDR Focused Outreach Recruiter	
		Provide bureaus resumes of diverse applicants for temporary City positions.		OEDR Focused Outreach Recruiter	

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Focused Outreach	(Cont.) Implement focused outreach strategies.	Conduct Focused Outreach City Application training workshops.		OEDR Focused Outreach Recruiter & Sr. HRAs	Ongoing
		Conduct focused outreach informational sessions.		OEDR Focused Outreach Recruiter & Sr. HRAs	
Training a. HRAR 2.02-Prohibition against Workplace Harassment, Discrimination and Retaliation.	a & b. Implement training programs to deliver learning and professional development opportunities.	a. Ensure all City employees, both management and non-management, are trained in the provisions of HRAR 2.02.	a. Provide City employees with the knowledge and tools to create a respectful and safe workplace; and to identify and deal with inappropriate workplace behavior, including procedures for addressing and reporting.	a. BHR Site Teams, Training & Workforce Development Manager	Ongoing
b. Cultural Competencies		b-1. For Managers and Supervisors: Ensure all City managers & supervisors complete the cultural competency training series.	b-1. Provide City managers and supervisors the knowledge and skills required to effectively lead and manage diverse multicultural workgroups.	b. BHR Training & Workforce Development Manager	

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Training b. Cultural Competencies		b-2. For all City employees: Provide opportunities for City employees to participate in the employee cultural competency workshops.	b-2. Assist City employees with the tools for building cultural competency, and working effectively in a multicultural workplace and community. Provide City employees opportunities for professional development, cultural competencies and awareness of cultural differences.	b. BHR Training & Workforce Development Manager	Ongoing
Affirmative Action Reports	Development of the City's Affirmative Action Plan for 2013-2017. Quarterly Affirmative Action Reporting. Preparation and filing of biannual EEO-4 Survey every odd-numbered year.	Bureaus develop compliance strategies. Review semi-annual performance monitoring reports. Generate quarterly reports to monitor records for all personnel activity, e.g. new hires, promotions, transfers, demotions, applicants flow, demotions, rehires and terminations. Publish semi-annual and annual affirmative action reports online. File EEO-4 Survey every odd-numbered year.	Comply with federal, state and local regulations in recruitment and employment practices of equal opportunity, diversity, non-discrimination and affirmative action. Bureaus use reports as tools to assist in recruiting and hiring processes. Focus on increasing diversity and inclusion in the City's workforce to reflect community experience and needs. Comply with Equal Employment Opportunity Commission (EEOC) regulations.	BHR - Outreach, and Employment & Diversity Resources' (OEDR) Manager OEDR Sr. Affirmative Action/Diversity Analyst Partner with Functional SAP Support Team OEDR Sr. HRAs OEDR Focused Outreach Recruiter BHR Site Teams	Ongoing
Job Fairs	Networking and marketing strategies regarding City job opportunities.	Attend workforce, diverse, community organizations, school/universities and trade schools career fairs.	Make the public aware of the City as an Employer and provide information regarding City employment opportunities.	OEDR Focused Outreach Recruiter OEDR Sr. HRAs	Ongoing

1250-Bureau of Technology Services (BTS)
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: 1250-Bureau of Technology Services

Date of Report: 2/15/2013

Name and position of person submitting report: Emily Rice and Amy Tuttle

Telephone Number: 503-823-2687 and 503-823-7930

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Workforce Planning	Utilize latest EEO reporting data when planning for hiring outreach.	<ol style="list-style-type: none"> 1. Review reports on a regular basis. 2. Report information to all managers and supervisors, especially those planning a hire. 3. Track reports to monitor changes. 	Ensure that progress towards AA goals is tracked.	BTS Diversity Development Committee.	Ongoing
Recruitment – Outreach	Expand BTS recruitment efforts to include notification and participation in community organizations.	<ol style="list-style-type: none"> 1. Create resource list, recommendations and strategy to utilize appropriate media that targets populations of female, minorities, veterans, and people with disabilities. 2. Add this resource list as a reference for the BTS hiring checklist. 3. Update resource list on an ongoing basis. 	Increase number of candidates in recruitment candidate pools from underrepresented classes on recruitments.	<ol style="list-style-type: none"> 1. BTS Diversity Development Committee. 2. BTS Administration (Amy Tuttle). 3. BTS Diversity Development Committee and BTS supervisors & managers. 	<ol style="list-style-type: none"> 1. 2012-13 2. 2013-14 3. 2013-14 and beyond

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Recruitment – Hiring	Ensure BTS recruitments follow the hiring checklist procedures which includes mandatory diversity outreach, diverse and culturally competent interview panel and questions.	1. Monitor all BTS recruitments to confirm compliance with the BTS hiring checklist.	Provide equal opportunity for candidates from underrepresented classes throughout the recruitment process.	BTS Administration (Amy Tuttle).	2012-13
Training	Monitor and evaluate training for BTS managers and supervisors.	1. Ensure all BTS managers and supervisors have completed City equity training within the last 3 years. 2. Ensure at least 90% of BTS managers and supervisors attend ad-hoc equity dialogue sessions or trainings. 3. Enroll new managers in training. 4. Evaluate and analyze additional training needs.	Provide BTS managers and supervisors with knowledge, experiences and tools to understand equity and related issues that undermine a trusting, culturally competent workforce and equitable workplace.	1. CTO, with support from BTS Diversity Development Committee. 2. BTS Diversity Development Committee. 3. Bureau Leadership Team, with support from BTS Diversity Development Committee. 4. BTS Diversity Development Committee, with input from OEHR.	1. 2013-14 2. 2013-14 3. Ongoing 4. Ongoing
Internships/Job Shadowing	Provide technology job shadowing opportunities, particularly for minority / women and other underrepresented classes.	1. Identify target job shadow partnership programs with schools or other organizations. 2. Implement job shadow days with partner organizations.	Increase exposure of BTS and technology professions to minority / women and other underrepresented classes.	CTO, with support from BTS Diversity Development Committee and Bureau Leadership Team.	1. 2013-14 2. Ongoing

1280-Revenue Bureau
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: 1280-Revenue Bureau

Date of Report: _____

Name and position of person submitting report: Sarah Keele

Telephone Number: 503-823-5394

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Elders in Action's Review	Provide information in multiple languages: also ongoing, particularly with our language bank for assisting customers.	<p>Arts Tax website and help text offered in Spanish (and other languages in the coming year).</p> <p>Worksheet available to bureau staff that enables customers to identify their language should they need assistance (provided to us by Figure 8 Consulting).</p> <p>Use web resources to ensure the language bank and access to multi-lingual resources continues to be available to bureau staff.</p>	To ensure we are able to effectively serve the community.	Revenue Bureau Executive Team, manager, supervisors, and Revenue Bureau Cultural Diversity Team.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Promote Internal Cultural And Diversity Awareness	Ensure that all supervisors and staff attend all CCMC and ECCW training modules.	Continue maintaining a list of staff and managers who have attended trainings. Communicate training times/locations to staff/managers who have not yet participated.	Ensure that all supervisors and staff attend all CCMC and ECCW training modules. Continue maintaining a list of staff and managers who have attended trainings Communicate training times/locations to staff/managers who have not yet participated.	Revenue Bureau Executive Team, manager, supervisors, and Revenue Bureau Cultural Diversity Team.	Ongoing
	Provide staff with ongoing equity development training and learning opportunities, based on bureau goals and feedback received from staff and managers.	Develop a calendar of events (including development training and learning opportunities at the bureau level as well as OMF-wide events) offering opportunities to learn about equity and how it affects daily work. Track participation at events and collect feedback via surveys as part of our continuous improvement to address equity and the needs of the bureau.	In recognition of the Revenue Bureau's Value of Diversity, we will provide practical ways of developing understanding and overcoming barriers between people.	Revenue Bureau Executive Team, manager, supervisors, and Revenue Bureau Cultural Diversity Team.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Promote Internal Cultural And Diversity Awareness	Transition bureau diversity committee into an equity committee aligned with citywide equity goals.	Coordinated with the Office for Equity and Human Rights Bureau participation in the Citywide Equity Committee. Fulfill all requirements regarding bureau assessments and audits related to equity.	In recognition of the Revenue Bureau's Value of Diversity, we will provide practical ways of developing understanding and overcoming barriers between people.	Revenue Bureau Executive Team, manager, supervisors, and Revenue Bureau Cultural Diversity Team.	Ongoing
	Integrate equity principles into bureau processes as outlined in the Portland Plan and citywide equity goals.	Coordinated with bureau managers and executives Analyze bureau policies, vision, goals, and procedures. Report recommendations (if any) for how the bureau could enhance the integration of equity into the bureau.	In recognition of the Revenue Bureau's Value of Diversity, we will provide practical ways of developing understanding and overcoming barriers between people.	Revenue Bureau Executive Team, manager, supervisors, and Revenue Bureau Cultural Diversity Team.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Effectively Serving Diverse Population	Continue to provide a wide variety of outreach methods and opportunities to a diverse group of stakeholders.	<p>Avoid limiting outreach to traditional means.</p> <p>Physically go to the places where one might connect with stakeholders who do not typically attend City meetings or interact on City websites.</p> <p>Collect information from various sources about events and other ways to reach diverse stakeholders.</p>	<p>Stronger participation in committee, Board and Council meetings by a broader group of stakeholders.</p> <p>Decision makers have more complete information about the needs of community members.</p> <p>Higher participation and input from stakeholders at both traditional and nontraditional venues for comment and input.</p>	Executive Management, Revenue Bureau Diversity Committee.	Ongoing
	Continue to place a high value on input from all stakeholders, with an emphasis on bringing voices usually not heard into the more formal conversations occurring at all levels of government.	<p>Focus outreach efforts on communities not usually participating in City government, and provide these stakeholders with information about ways to participate, including connection to Boards and other important decision makers.</p> <p>Broader publication of meeting notices and background information. Provide information to stakeholders through many different avenues.</p>	Higher participation and input from stakeholders at both traditional and nontraditional venues for comment and input.	Executive Management, Revenue Bureau Diversity Committee.	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
(Cont.) Effectively Serving Diverse Population	Monitor all standard requirements to provide wide variety of methods for demonstrating necessary skills or abilities.	Discussions and group assessment of the methods used to test for permitting and other competencies. Adjusting tests and other standards to allow for varied ways to demonstrate competence.	Higher participation and input from stakeholders at both traditional and nontraditional venues for comment and input.	Responsible: Executive Management, Revenue Bureau Diversity Committee.	Ongoing
	Continue to encourage participation from groups less well represented at all levels of government, including participation on committees, Boards, and City staff.	Through diversity trainings, group discussions, and awareness of the importance of mainstream cultural assumptions, maintain a focus on recognizing individual competency, responsibility, and effectiveness that may be expressed in ways we are not used to recognizing. Maintain a strong awareness and a habit of questioning our assumptions about others.	More equitable access to City resources and services.	Executive Management, Revenue Bureau Diversity Committee.	Ongoing
	Develop basic instructional materials and FAQs in other languages, as budget and resources allow.	Increase non-English written resources and training materials.	Better access to information.	Executive Management, Revenue Bureau Diversity Committee.	Ongoing

**1290-Bureau of Internal Business Services (BIBS)-Facilities Services
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT**

Bureau Name: 1290-BIBS-Facilities Services

Date of Report: _____

Name and position of person submitting report: Shoshanah Oppenheim

Telephone Number: 503-823-2559

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
ADA Title II Program	Continue to develop the ADA Coordinator Program.	1) Provide training for all ADA Coordinators. 2) Provide systematic reporting tool. 3) Collect data. 4) Analyze data.	Remove barriers for persons with disabilities to receive services and access program.	ADA Civil Rights Program Manager	Ongoing
	Complete ADA Transition Plan.	1) Council Amendment of Contract. 2) Draft reports. 3) Final Transition plan. 4) Public Outreach.	Remove barriers for persons with disabilities to receive services and access program.	ADA Civil Rights Program Manager	Ongoing Completed Summer 2014
	ADA Complaint Process.	Resolve complaints.	Remove barriers for persons with disabilities to receive services and access program.	ADA Civil Rights Program Manager	Ongoing
	Continue to advocate for greater accessibility for persons with disabilities.	Regularly attend community meetings. Provide support to achieve greater access.	Remove barriers for persons with disabilities to receive services and access program.	ADA Civil Rights Program Manager	Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Civil Rights Title VI Program	Develop and seek council adoption of Civil Rights (Title VI Plan).	<ol style="list-style-type: none"> 1) Post on Website. 2) Letters of support from constituencies. 3) Draft and file council documents. 	Afford the community of the rights provided by the Civil Rights statues. Provide plan for the City of Portland to measure success and areas of improvement.	Title VI Program Manager	End of June 2013
	Implement Plan.	<ol style="list-style-type: none"> 1) Community open house. 2) Public engagement. 3) Develop Coordinator program and provide training. 4) Track and report on deficiencies and successes. 	Educate the community of the rights available under the program. Resolve complaints and address problems.	Title VI Program Manager	Ongoing

**1290-Bureau of Internal Business Services (BIBS)-Procurement
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT**

Bureau Name: 1290-BIBS/Procurement Services Division

Date of Report: 04/15/2013

Name and position of person submitting report: Christine Moody

Telephone Number: 503-8231095

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Increase the number of Minority and Women Prime Contractors (construction)	Development of and utilization of the Prime Contractor Development Program.	1) Develop an program that addresses the issues raised in the 2009 Disparity Study in utilizing Minority and Women Prime Contractors on City Construction projects. 2) Provide educational, training and mentoring opportunities. 3) Provide technical assistance for the program participants.	Increase the number of Minority and Women contractors by providing development opportunities and educational programs, the City will empower minority, women and emerging small businesses (M/W/ESB) to grow and develop.	Christine Moody, Loretta Young; coordinated by Eugene Jackson	January 2013 - Ongoing
Section 3 Program	Continuing implementation of the Housing Urban Development (HUD) Act of 1968.	Direct employment and contracting opportunities to Section 3 Residents of Section 3 Businesses on HUD funded housing projects.	Certification of Section 3 Businesses to increase contracting opportunities to low and very low income persons and businesses residing in the community	Christine Moody , Loretta Young and Cathleen Massier.	September 2011 - Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Professional, Technical and Expert Services Small Business Contracting	Implementation of Social Equity Contract Strategy that addresses changes in the way the City contracts for PTE services with M/W/ESB firms.	<ol style="list-style-type: none"> 1) Increase formal solicitation threshold to allow for targeting contracting with certified M/W/ESB firms. 2) Direct contracts with certified firms up to \$50,000. 3) Corporate Responsibility RFP evaluation criteria that includes point allocation for M/W/ESB certification, use of certified sub-consultants, workforce diversity, community involvement and sustainable business practices. 	Designed to increase opportunities for minority, women and emerging small business (M/W/ESB's) by increasing access to useful information, removing barriers, improving policies, and advising City employees.	Christine Moody, Barbara Gibson, Larry Pelatt	March 2013 - Ongoing

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Good Faith Effort Program (GFE)	Implementation of Social Equity Contract Strategy that addresses changes to how M/W/ESB firms participate as subcontractors on City construction projects.	<ol style="list-style-type: none"> 1) Develop an inclusion plan for utilization of certified subcontractors on low bid construction projects. 2) Review city internal processes and criteria to foster greater opportunities for small business by unbundling projects or using alternative contracting methods. 	The GFE program requires prime contractors to make an effort to provide subcontracting opportunities to state certified MWESB firms.	Christine Moody, Loretta Young, Kathleen Brenes	September 2013 - Ongoing
Workforce Training & Hiring Program	Implementation of Social Equity Contract Strategy that established goals for apprentices and journey level workers on City construction projects.	<ol style="list-style-type: none"> 1) Update Administrative Rules, and contract specifications to include a 27% goal. 2) Continue to work with apprenticeship programs to support workforce diversity in the construction trades. 	The goal is to increase the numbers of women and minorities in the construction trades through apprenticeship opportunities on City of Portland construction projects.	Loretta Young, Cathleen Massier	September 2012- Ongoing
Minority Evaluator Program	Engage diverse members of the community into the evaluation and contractor selection process.	<ol style="list-style-type: none"> 1) Update the SOP. 2) Continue outreach to diverse community members. 3) Identify training needed on recent changes to the PTE process. 	Provides transparency and builds relationships between City bureaus, business partners and the community.	Christine Moody, Tiffani Pension	March 2010 - Ongoing

1290-OMF-EBS/SAP
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT
Bureau Name: Office of Management Finance-EBS/SAP
Date of Report: May 3, 2013

Name and position of person submitting report: Satish Nath; SAP Support Manager

Telephone Number: 503 823 7459

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Consultant Hiring	Increase community partnership on reaching out , screening and hiring qualified vendors to perform SAP professional consulting services	Develop list of known SAP consulting vendors and contact names. Work with Procurement Office to expand the list of community minority vendors who work on SAP Software	Improve utilization of minority consultation firms	SAP Support Manager	Ongoing

1310
Office of Equity and
Human Rights
(OEHR)

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1310
Office of Equity and
Human Rights
Affirmative Action Strategy
2013-2017

Dante J. James
Bureau Director

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Introduction

The Office of Equity and Human Rights (OEHR) strongly believes in the value of Equal Employment Opportunity, as well as diversity, inclusion and equity. These strategies are written in support of the City's Affirmative Action Plan. As part of our policy, OEHR provides an inclusive workplace, affirmative action and equal employment opportunities for all qualified individuals without regard to race, religion, skin color, gender, marital status, familial status, national origin, age, mental or physical disability, sexual orientation, sexual expression, source of income, or veteran's status in all personnel actions, including recruitment, evaluation, selection, promotion, compensation, training or termination. Our work place culture reinforces these policies and it has been seen as very positive by the diverse community organizations we work with.

The purpose of these Affirmative Action Strategies is to affirm the commitment of OEHR to equal employment opportunity and affirmative action, to identify areas of underutilization in our bureau, and to identify action plans and quality improvement projects which move our office toward being a model community partner through hiring, promoting and retaining a more diverse workforce.

As a new office, established in September of 2011, OEHR, is a small bureau, with just nine employees, staffing two primary programs: Community Equity & Engagement and the Citywide Equity Program. All of the current staff are non-represented personnel.

Assessment of Current Affirmative Action Strategies

The Office of Equity and Human Rights has an executive management team and staff that is strongly committed to diversity in all aspects of the bureau's internal work within City government, as well as externally in the larger community.

When the office was created in September of 2011, it inherited staff from the former Office of Human Relations. These staff included:

- (2) African American, one male, one female
- (1) Two or More Category, male
- (2) Caucasian, one male, one female

As of the July 1, 2012, 4th Quarter Affirmative Action Report, people of color represented 67% and women represented 33% of all bureau employees. Since July 1, 2012, three staff have been added. They include:

- (1) African American female
- (2) Asian males
- (1) individual with a disability
- (1) Veteran

Current OEHR workforce is comprised of 78% people of color and 33% women. The executive team is comprised of 67% people of color and 33% women. There are no identified Native Americans or Latinos at the bureau. Consequently, for any future staff additions, OEHR should concentrate recruitment efforts in the Native American and Latino communities, while acknowledging that women are also currently under-represented in the Program Management category. Although the bureau is currently fully staffed, we will continually strive to be in compliance with City policy regarding affirmative action and the hiring of people of color and women, while recognizing that retaining and developing the City's diverse workforce will require thoughtful strategies.

The bureau encourages staff to offer suggestions on how to improve and increase diversity and cultural awareness in our workforce and work with community partners. The executive team reviews comments and suggestions and may include them in future plans. The Director holds all staff accountable for consistently implementing the office's Affirmative Action Plan Strategies and diversity goals throughout the bureau.

Placement Objectives

The bureau and the City of Portland promote equal opportunity of employment for qualified individuals without regard to their race, ethnicity, color, religion, national origin, sex, marital status, sexual orientation, sexual expression, source of income or physical or mental disabilities. This policy applies to and must be an integral part of all aspects of the bureau's personnel policies and practices for employment, training, advancement, termination and treatment of all employees and applicants for employment with the bureau. Compliance with the EEO Policy and Affirmative Action Plan will be part of the acceptable standards of performance for all employees.

The bureau will continue to monitor our utilization of affirmative action strategies in order to further affect our workforce in the following areas.

1. Retain employee diversity
2. Ensure that women and people of color receive equitable treatment in the workplace
3. Eliminate barriers and perceptions of bias from the workplace
4. When positions are available, assertively recruit members of communities of color to increase the diversity of the qualified applicant pool.
5. Offer internships and other opportunities to members of communities of color.

Recommendations

- Data: Collect race/ethnicity on all current employees in the format "alone or in combination with other races, with or without Hispanics". For example, an employee could identify as both White and Native American and Hispanic/Latino, versus having to select "multi-racial" or "other." This would create a slight over-count, but would be in accordance with recommendations from the Coalition of Communities of Color.
- Concentrate recruitment efforts in historically under-represented communities: African American, Latino, Native American and Asian Pacific Islander.

- Concentrate recruitment efforts in Immigrant and Refugee communities.
- Increase opportunities for OEHR staff to learn/discuss equity/diversity issues as they relate to their work with City bureaus and community partners.

Conclusion

The Office of Equity and Human Rights promotes equal opportunity of employment for qualified individuals. Compliance with the EEO Policy and Affirmative Action Plan is a standard of performance for all employees. The Office of Equity and Human Rights will promote these policies in all activities related to hiring, promotion, and retention of employees, and in our efforts to engage citizens in working towards our common goals for the future.

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Fiscal Years 2013-2017

Bureau Affirmative Action Strategies Baseline Report

Office of Equity and Human Rights
Updated 01/13

Prepared by: Joseph Wahl, Assistant Director
503-823-5582

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Retention; (Keep diverse workforce)	Provide training for career development and opportunities	Compile a matrix of available training in a variety of work related subjects Include career development training on all work plans	Make it easy for staff to find appropriate training	Bureau Director and Assistant Director	Ongoing
Recruitment & Outreach	Develop and implement an OEHR outreach & recruitment plan	Create and implement an outreach plan for each recruitment	Increase number of employment applications received from under-represented group members	Assistant Director Partner with OEDR	Ongoing
Hiring Practices	Ensure that hiring processes are fair and consistent	Ensure that interview panels are as diverse as practical	Hire and promote a diverse workforce	Assistant Director	Ongoing
Create a supportive working environment that attracts qualified applicants	New employees will be required to attend HR 2.2 training within 3 months of their employment	Employees feel free from harassment and discrimination of any type	Increase the awareness that inappropriate behavior has a negative effect on our ability to attract and retain new employees	Bureau Director	As new employees are hired they will be registered for this training.

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Cultural Competency	Support staff skills in cultural competency and awareness of diversity issues	Continue to send staff to the annual City/County Diversity Conference	Training and sharing best practices	Bureau Director	Annual
Cultural Competency	Support staff skills in cultural competency and awareness of diversity issues	Participate in BHR –led EEO-AA, cultural competency, and diversity trainings	Training Implemented	Bureau Director	As offered
Communicate EEO/AA plan to Staff	Incorporate EEO/AA policy as a quarterly staff meeting agenda item.	Check quarterly for any changes to the plan.	Provides opportunity for staff input on where changes are needed in the plan.	Assistant Director	Quarterly
Contracts	Ensure EEO/AA best practices language is incorporated in RFP/RFQ's and all contract documents	Currently complying with this practice – however, check periodically for changes to language	Ensures the bureau is following both City and Federal EEO best practices	Assistant Director Partner with Procurement Services	Ongoing
Veterans	Recruit, hire, retain and promote veterans.	Plan recruitment outreach for veterans.	Increase pool of veteran applicants. Maximize employment opportunities for eligible veterans.	Assistant Director Partner with OEDR	Ongoing
Individuals with Disabilities	Recruit, hire, retain and promote individuals with disabilities.	Plan recruitment outreach for individuals with disabilities.	Increase pool of disabled applicants. Maximize employment opportunities for eligible individuals with disabilities.	Assistant Director Partner with OEDR and BHR Training and Workforce Development Manager	Ongoing

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City Budget Office
(CBO)

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City of Portland

1320

City Budget Office

Affirmative Action Strategy
2013 -2017

Andrew Scott
Bureau Director

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I. Introduction

The City Budget Office (CBO) is a new City bureau which was formerly part of the Office of Management and Finance (OMF). In the past, as part of OMF, the CBO took strategies and actions to ensure equal employment opportunity and affirmative action for minorities, women, veterans and individuals with disabilities. This affirmative action plan will continue that legacy.

The City Budget Office is strongly committed to the principles of equal employment opportunity, affirmative action and diversity. This CBO Affirmative Action Strategy is written in reliance upon the City's Affirmative Action Plan and all applicable rules therein.

II. Assessment of Current Affirmative Action Strategies

The CBO Director served on the OMF Committee which developed the current OMF Affirmative Action Strategies for 2008- 2013. This experience will help the CBO as it moves forward to develop affirmative action strategies for this small bureau of 12 positions. The initial strategies that will be adopted in support of equal employment opportunity and affirmative action are:

- Managers will review and revise the job duties to accurately reflect current duties and responsibilities.
- Job announcements will include requirements for working with a diverse work group and public.
- Managers will ensure that hiring interview panels are diverse, have been trained in multicultural interview techniques and are subject matter experts in accordance with the City Council Resolution on City Hiring Panels, adopted on December 13, 2012.
- Managers will make contact with community groups that have access to underrepresented protected classes and personally convey job opening information to those groups.
- The CBO will review existing hiring and supervision practices to determine what, if any, barriers exist to increasing the diversity of the work force, and create steps to reduce and eliminate those barriers.
- The CBO will explore the informal "fit in" issues that exist and determine if any of them create barriers to inclusion. Bureaus will create steps to reduce and eliminate those barriers.
- The Bureau Director will hold managers and supervisors accountable for increasing workforce diversity, improving the work environment and reducing the effects of bias based behavior in the workplace. The Bureau Director will develop and use performance standards to evaluate managers and supervisors performance in carrying out the strategies of the affirmative action plan.
- The Bureau will ensure that all employees understand the administrative rules governing workplace harassment, including sexual harassment.

- Managers and supervisors will be trained in how to deal effectively with workplace harassment.
- Employees will be trained in how to deal effectively with workplace harassment.

III. Placement Objectives

Since the CBO is a newly formed office, there is no current data available. The CBO will accept the placement objectives listed in the annual and quarterly affirmative action reports provided by the Bureau of Humana Resources (BHR). Those reports have not yet been established for the CBO as an individual bureau. Analysis of the current utilization of minorities and women in CBO positions/job groups will be revised. Upon receipt of the data from BHR, the CBO will review and develop specific plans to eliminate any underutilization of minorities and women reported. The attached Affirmative Action Strategies Baseline Report sets forth the specific actions that will be taken during 2013-2017.

Affirmative Action Strategies for Veterans and individuals with Disabilities

The CBO will take action to ensure equal employment opportunity and affirmative action for veterans and individuals with disabilities. The CBO will:

- develop recruiting sources which provide access and/or contacts to covered veterans and individuals with disabilities
- provide opportunities for training of employees at all levels to increase their ability to work with individuals with disabilities
- ensure that facilities will reasonably accommodate applicants and employees with disabilities.
- review policies and procedures and/or modify as necessary to promote successful employment and retention of covered veterans and individuals with disabilities.

1320-City Budget Office
2013-2017 AFFIRMATIVE ACTION STRATEGIES BASELINE REPORT

Bureau Name: City Budget Office (CBO)

Date of Report: April 18, 2013

Name and position of person submitting report: Andrew Scott, Director

Telephone Number: 503 823-6845

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Assess utilization of minorities/women	Review data provided by the BHR.	In partnership with BHR Outreach Employment & Diversity Resources (OEDR) establish priorities for outreach and hiring.	Clarify goals as a new bureau.	CBO manager to be assigned. Partner with OEDR.	July 1, 2013
Training	Review attendance records for Rule 2.02 Training.	Ensure employees and managers have attended required trainings on EEO, harassment & discrimination.	Make employees aware and/or reaffirm EEO/AA policies. Encourage participation in Regional Diversity Conference.	Partner with HR Business Partner and Training Workforce Development Manager.	July 1, 2013 October 2013
Procedures, policies and practices	Review existing hiring and supervision practices to determine what, if any, barriers exist to increasing the diversity of the work force. Create steps to reduce and eliminate those barriers.	Survey employees to determine if they perceive any barriers to equal employment.	Discover and remove any barriers to hiring or promotion.	Partner with BHR Business Partner to make EEO/AA a part of an overall organizational development strategy.	Establish survey by December 31, 2013

Area of Focus	Planned Actions	Benchmark Activities	Intended Purpose	Person(s) Responsible	Projected Start/End Date(s)
Hiring	Develop contacts in the focus communities.	CBO Managers and employees will attend community events where diverse groups are present.	Ensure that minorities, women, veterans and individuals with disabilities are recruited for open positions in CBO.	Director and employees to be designated. Partner with OEDR.	Ongoing

City of Portland, Oregon

Equal Employment Opportunity Affirmative Action Plan

Veterans & Individuals with Disabilities



2013-2017

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Affirmative Action Plan for Veterans and Individuals with Disabilities

2013-2017



City of Portland
Oregon
July 1, 2013 – June 30, 2017

Anna Kanwit
Human Resources Director

Lynda Lewis
Affirmative Action Office

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Preface

The City of Portland (also referred to as the City) is committed to the concept and practice of equal opportunity and affirmative action. In the preparation of this Affirmative Action Plan (AAP), we have been guided by Section 503 of the Rehabilitation Act of 1973 (as amended) (29 U.S.C. Section 793) and its implementing OFCCP regulations (41 C.F.R. Part 60741), and the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (as amended) (38 U.S.C. Sections 4211 and 4212) and its implementing OFCCP regulations (41 C.F.R. Part 60250). Nothing contained in this AAP or its supporting data should be construed as an admission by the City, in whole or in part, that it has contravened any federal, state, or local employment practice laws.

In developing and implementing this AAP, the City of Portland has been guided by its established policy of providing equal employment opportunity. Nothing herein is intended to sanction the discriminatory treatment of any person. Thus, this AAP has been developed in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608).

Statement of Policy

41 C.F.R. 60-741.44(a), -250.1

It is the policy of City of Portland not to discriminate on the basis of a physical or mental disability or an individual's status as a special disabled veteran, a veteran of the Vietnam Era, other protected veteran, or recently separated veteran ("Covered Veterans") with regard to recruitment or recruitment advertising, hiring, training, promotion, and other terms and conditions of employment, provided the individual is qualified, with or without reasonable accommodations, to perform the essential functions of the job.

The City does and will take affirmative action to employ, advance in employment, and otherwise treat qualified individuals with disabilities and Covered Veterans without discrimination based upon their physical or mental disability, or veterans' status, in all employment practices.

Employment decisions at the City are based only on job-related criteria. All personnel actions or programs that affect qualified individuals with disabilities or Covered Veterans, such as employment, upgrading, demotion or transfer, recruitment, advertising, termination, rate of pay or other forms of compensation, and selection for training, will be made without discrimination based upon the individual's physical or mental disability or veterans' status.

The City makes, and will continue to make, reasonable accommodations to promote the employment of qualified individuals with disabilities and special disabled veterans, unless such accommodations would impose an undue hardship on the City's business.

Lynda Lewis, Affirmative Action Officer for the City, will manage City of Portland's AAP for individuals with disabilities and Covered Veterans. The AAP includes an audit and reporting system, which, among other things, measures the effectiveness of the AAP. All managers and supervisors will take an active part in the City's AAP to ensure that all qualified employees with disabilities and Covered Veterans and prospective employees are considered and treated in a nondiscriminatory manner with respect to all employment decisions. Furthermore, City of Portland will solicit the cooperation and support of all employees for the City's policy and AAP. The Affirmative Action Officer has been assigned responsibility for periodically reviewing progress in the compliance and implementation of the policy of affirmative action for individuals with disabilities and Covered Veterans.

In accordance with public law, the City's plan of affirmative action for individuals with disabilities and Covered Veterans is available for inspection in the Human Resources Department during regular business hours upon request.

In addition, employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may have engaged in, activities such as filing a complaint, assisting or participating in an investigation, compliance review or hearing, or opposing any act or practice made unlawful, or exercising any other right protected by Section 503 of the Rehabilitation Act of 1973, as amended or the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended.

Anna Kanwit,
Human Resources Director
April 1, 2013

Definitions

“SPECIAL DISABLED VETERAN” means a veteran of the U.S. military, ground, naval or air service who is entitled to disability compensation (or who, but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Department of Veterans Affairs for disability rated at 30 percent or more, or rated at 10 to 20 percent in the case of a veteran determined under 38 U.S.C. 3106 to have a serious employment handicap, or a person whose discharge or release from active duty was for a service connected disability.

“QUALIFIED SPECIAL DISABLED VETERAN” means a special disabled veteran as defined above who satisfies the requisite skill, experience, education, and other job-related requirements of a particular job and is capable of performing the essential functions with or without reasonable accommodations made for his or her disability.

“VETERAN OF THE VIETNAM ERA” means a person who (i) served on active duty in the U.S. military, ground, naval or air service for a period of more than 180 days, in the republic of Vietnam between February 28, 1961 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (ii) served on active duty in the U.S. military, ground, naval, or air service for a period of more than 180 days, any part of which occurred between August 5, 1964 and May 7, 1975, and was discharged or released therefrom with other than a dishonorable discharge, or (iii) was discharged or released from active duty in the U.S. military, ground, naval or air service for a service connected disability if any part of such active duty was performed in the Republic of Vietnam between February 28, 1961 and May 7, 1975, or in another place between August 5, 1964 and May 7, 1975.

“OTHER PROTECTED VETERAN” means any other veteran who served on active duty in the U.S. military, ground, naval, or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, other than special disabled veterans or veterans of the Vietnam era.

“RECENTLY SEPARATED VETERAN” means any veteran during the one-year period beginning on the date of the veteran’s discharge or release from active duty.

“COVERED VETERANS” means special disabled veterans, veterans of the Vietnam Era, other protected veterans, and recently separated veterans.

“INDIVIDUAL WITH A DISABILITY” means a person who, generally, (i) has a physical or mental impairment that substantially limits one or more of his or her major life activities, (ii) has a record of such impairment, or (iii) is regarded as having such impairment.

For the purposes of this plan, an individual with a disability is “substantially limited” if he or she is unable to perform a major life activity that the average person in the general population can perform, or is significantly restricted as to the condition, manner, or duration under which a person can perform a particular major life activity as compared to the condition, manner, or duration under which the average person could perform that same activity.

“A QUALIFIED INDIVIDUAL WITH A DISABILITY” means an individual with a disability as defined above who meets the requisite skill, experience, education, and other job-related requirements for a particular job and is capable of performing that job, with or without reasonable accommodation for his or her disability.

Responsibility for Implementation

41 C.F.R. 60-741.44(i), 41 C.F.R. 60-250.44(i), - 300.44(i)

Affirmative action for individuals with disabilities and Covered Veterans is the responsibility of every employee at the City of Portland. Lynda Lewis, the City’s Affirmative Action Officer, is responsible for the implementation and monitoring of this AAP at the City. Lynda Lewis has the support and staff to manage the implementation of this plan.

In carrying out this responsibility, the Affirmative Action Officer and designated staff will:

- Develop policy statements, AAPs, and internal and external modes of communication;
- Oversee regular discussions with local managers, supervisors, and employees to ensure that the City’s policies are being followed;
- Identify, in conjunction with line management, known employees with disabilities and Covered Veterans and any problem areas in implementing the AAP, and develop solutions, including possible modes of accommodation;
- Design and implement internal audit and reporting systems that will measure the effectiveness of the City’s plan, indicate the need for remedial action, determine the degree to which the City’s objectives have been attained, determine whether known employees with disabilities and Covered Veterans have had the opportunity to participate in all City sponsored educational, training, recreational, and social activities, and ensure that each City location is in compliance with applicable laws and regulations;
- Serve as liaison between the City and enforcement agencies, and between the City and organizations of and for persons with disabilities, and encourage active involvement by City representatives in the community service programs of local organizations of and for individuals with disabilities and Covered Veterans;
- Keep management informed of the latest developments in the entire affirmative action area.

Review of Personnel Processes

41 C.F.R. 60-741.44(b), 41 C.F.R. 60-250.44(b)

The City of Portland continues to review its personnel procedures to determine whether they assure the careful, thorough, and systematic consideration of the job qualifications of employees or job applicants who are known individuals with disabilities or Covered Veterans for job vacancies, promotions, and/or educational or training opportunities and to assure that the personnel processes facilitate the implementation of the City's affirmative action obligations.

Vacancies are advertised, and applications are accepted from any interested person. City of Portland's employment application includes a full nondiscrimination statement to further assure applicants of the City's policy of equal employment. All nonexecutive positions that we do not expect to fill from within will be referred to the State Department of Employment and Training, as well as other recruiting sources.

The disability or veteran status of any otherwise qualified individual who applies for any vacancy, promotion, transfer, or training opportunity will not be a factor in these employment decisions. The City periodically reviews the physical and mental job qualifications to ensure that they do not tend to screen out individuals with disabilities or Covered Veterans for reasons that are not job-related or consistent with business necessity, nor consistent with the safe performance of the essential functions of the job. Thus, individuals with disabilities and Covered Veterans who meet job qualifications will be considered on an equal basis with all other applicants. Moreover, the City considers military experience only to the extent that it increases the veteran's qualifications for the job. Finally, the City ensures that its personnel processes do not stereotype individuals with disabilities or Covered Veterans.

Consistent with the regulations, the City has instituted the following procedures to further assure the careful, thorough, and systematic consideration of the job qualifications of employees or job applicants who are known individuals with disabilities or Covered Veterans for job vacancies, promotions, and/or educational or training opportunities and to assure that its personnel practices facilitate the implementation of the City's affirmative action obligations:

1. As covered individuals apply for positions within the City, their personnel forms will be annotated to identify each vacancy for which the person was considered.
2. The personnel records of each known covered individual will include (i) the identification of each promotion for which the person was considered, and (ii) the identification of each training program for which the person was considered.
3. In each case where a covered individual is rejected for employment, training, or promotion, a statement of the reasons will be appended to the file. This statement will include a comparison of the qualifications of the covered individual and the person(s) selected.
4. Where applicants or employees are selected for hire, promotion, or training, and the City undertakes any accommodation which makes it possible to place a covered individual in the job, the City will keep a record of the accommodation in a confidential medical file.

This information will be quickly retrievable for review by government officials and the City's personnel officials for use in investigations and compliance activities.

Request for Self-Identification

41 C.F.R. 60-741.42, 41 C.F.R. 60-250.42

Following an offer of employment, but prior to an individual beginning other employment duties, the City of Portland invites job applicants who are individuals with disabilities or Covered Veterans and believe themselves covered by the Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, to identify themselves in order to receive the benefits of affirmative action (see Exhibit A). If an individual identifies himself or herself as an individual with a disability or a special disabled veteran, the City seeks the advice of the individual concerning any necessary accommodations to allow the individual to perform his/her job.

Review of Physical and Mental Job Requirements

41 C.F.R. 60-741.44(c), 41 C.F.R. 60-250.44(c)

The City of Portland reviews physical and mental job qualification requirements as job qualification requirements are established or revised to ensure that qualification requirements do not screen out qualified individuals with disabilities or qualified special disabled veterans for reasons that are not job-related, consistent with business necessity and the safe performance of the essential functions of the job.

To the extent that any physical or mental job qualification measurements tend to screen out qualified individuals with disabilities or qualified special disabled veterans in the selection of employees or applicants for employment or in other change in employment status such as promotion or training, City of Portland will assure that the requirements are related to the specific job(s) for which the individual is being considered and are consistent with business necessity and the safe performance of the job.

Accommodations

41 C.F.R. 60-741.44(d), 41 C.F.R. 60-250.44(d)

The City of Portland has made and will continue to make reasonable accommodations, which do not impose undue hardships on its business, to the known physical and mental limitations of otherwise qualified employees and job applicants.

Included among the specific accommodations for individuals with disabilities and special disabled veterans that have been implemented are the following:

1. Short- and long-term disability programs that provide pay for eligible employees absent due to disability.
2. A personal leave policy that enables eligible employees to accumulate paid time off to be used for medical appointments, personal illness, or any other reason.
3. A medical leave of absence is available to any employee who provides medical documentation of disability.
4. Should reasonable accommodations be necessary to facilitate access to work areas by employees or applicants who are qualified individuals with disabilities or qualified special disabled veterans, the City will take any reasonable steps to provide such accommodations.
5. If necessary to accommodate a disability, the City will redesign jobs to eliminate nonessential functions unless the redesign creates an undue hardship.
6. The City will arrange suitable work hours for employees returning from sick leave, leave of absence, and long-term disability where that arrangement is reasonable.
7. The City will accommodate employees with disabilities by allowing a reasonable amount of time off for physicians' visits.

If an individual has a disability or is a special disabled veteran, he or she is encouraged to tell us about:

- (i) any special methods, skills, and procedures which qualify him or her for positions which he or she might not otherwise be able to do so that he or she will be considered for any position of that kind, and
- (ii) the accommodations which would enable him or her to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties related to the job, provision of personal assistance services, or other accommodations. These individuals may contact Lynda Lewis, the Affirmative Action Officer.

Where an employee who is known to be an individual with a disability or a special disabled veteran is having significant difficulty performing his/her job and the City reasonably concludes that the performance issues may be related to the known disability, the City will notify the employee of the performance problem and confidentially inquire whether the problem is related to the employee's disability. If the employee indicates that his/her disability is impacting his/her performance, the City will engage in confidential discussions with the employee regarding reasonable accommodations to improve performance.

Outreach, Positive Recruitment and External Dissemination of Policy

41 C.F.R. 60-741.44(f), 41 C.F.R. 60-250.44(f)

The City of Portland has reviewed its employment practices to determine whether personnel programs provide the required affirmative action for employment and advancement of qualified individuals with disabilities and qualified Covered Veterans.

While the City believes that there are no deficiencies in its current employment practices with respect to these employees, it has planned the following outreach, positive recruitment, and external dissemination programs to augment its existing affirmative efforts:

1. All executives, management officials, supervisors, and other employees of the City will be encouraged to assist in the effort to disseminate City of Portland's policy of affirmative action to individuals outside the City.
2. The City will inform recruiting sources of City of Portland's policy of affirmative action for individuals with disabilities and Covered Veterans. Recruiting sources will be requested to actively recruit and refer qualified individuals with disabilities and qualified Covered Veterans for all positions.
3. City of Portland will enlist the assistance and support of local recruiting sources, social service agencies, and organizations especially knowledgeable about the availability of individuals with disabilities and Covered Veterans. These sources will be informed of the City's AAP and will be requested to refer qualified individuals with disabilities and qualified Covered Veterans for employment consideration, including those not currently in the workforce who have requisite skills.
4. City of Portland will incorporate the affirmative action clause for individuals with disabilities in purchase orders, leases, and contracts made by the City and are covered by the Rehabilitation Act of 1973, as amended, and its implementing regulations. The affirmative action clause for Covered Veterans will be incorporated in purchase orders, leases, and contracts made by the City that are covered by the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and its implementing regulations.
5. City of Portland will notify local organizations, community agencies, secondary schools, and colleges known to specialize in assisting individuals with disabilities and Covered Veterans about City of Portland's policy of affirmative action and request their advice, assistance, and referrals of potential employees, including those who are not currently in the work force but who have requisite skills.
6. City of Portland will include disabled individuals and/or Covered Veterans when employees are pictured in consumer and personnel recruitment advertising.
7. City of Portland will make reasonable accommodations for qualified individuals with disabilities and qualified special disabled veterans.
8. City of Portland will take positive steps to attract qualified individuals with disabilities and Covered Veterans not currently in the work force who have requisite skills and can be recruited through affirmative action measures.
9. City of Portland will review the employment records of its known employees with disabilities or Covered Veterans to determine the availability of promotable, qualified

individuals with disabilities, and to determine whether present and potential skills are being fully utilized or developed.

10. The City will send written notification of City policy to all contractors, subcontractors, vendors, and suppliers, requesting appropriate action on their part.
11. When City of Portland advertises in newspapers for prospective employees, the advertisement will include the EEO solicitation “Equal Opportunity Employer M/F/D/V” or a relevant abbreviation.

Compensation

41 C.F.R. 60-741.21(i), 41 C.F.R. 60-250.21(i)

In offering employment or promotions, City of Portland does not reduce the amount of compensation offered to individuals with disabilities or Covered Veterans because of any disability income, pension, or other benefit that the employee receives from another source.

Internal Dissemination of Policy

41 C.F.R. 60-741.44(g), 41 C.F.R. 60-250.44(g)

The City recognizes that, however strong its outreach program, internal support from supervisory management and other employees is necessary to ensure maximum effectiveness of its AAP for individuals with disabilities and Covered Veterans so that these employees' awareness of the needs of individuals with disabilities and Covered Veterans can be increased.

Accordingly, the City will utilize the following procedures to maximize the internal implementation and dissemination of its policy:

1. City of Portland will invite employees who are individuals with disabilities or Covered Veterans to participate in the AAP.
2. The City will communicate to employees its obligation to take affirmative action to employ qualified individuals with disabilities and qualified Covered Veterans and will encourage employee referral of covered applicants.
3. City of Portland's policy on affirmative action for veterans and individuals with disabilities is posted on City bulletin boards. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under the Rehabilitation Act of 1973, as amended, or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (see Exhibit A).
4. Meetings with executive management and supervisory personnel will be conducted at least annually to explain the City's policy of affirmative action and to impart to these personnel their responsibility in making the AAP a success. Top-level management personnel will attend these meetings so that all will know their support of affirmative action.
5. Meetings with all employees of the City will be conducted by department heads to inform the employees of City of Portland's policy of affirmative action and to explain the employees' responsibility to comply with the policy.
6. An invitation to participate in City of Portland's policy of affirmative action is disseminated to all applicants once the company has extended a job offer, but prior to the applicant's first day of employment.
7. For those City sites subject to a collective bargaining agreement, union officials will be notified as necessary. For those sites that are not subject to a collective bargaining agreement, no notification of union officials is necessary.

Development and Execution of Affirmative Action Programs

In addition to the affirmative action programs previously mentioned, the City is developing and executing the following programs:

1. The City will continue to review all physical or mental job qualifications.
2. The City will continue to review and evaluate its entire personnel selection process, including training and promotion, to ascertain whether the process permits the stereotyping of individuals with disabilities or Covered Veterans in a manner that limits their access to jobs for which they are qualified.
3. All personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes will be trained on affirmative action for individuals with disabilities and Covered Veterans.
4. If City of Portland holds briefing sessions for recruitment sources, representatives from agencies who specialize in individuals with disabilities and Covered Veterans will be included. Formal arrangements will be made for the referral of job applicants, for follow-up, and for feedback on the disposition of applicants referred.
5. Arrangements will be made to provide opportunities for employees with disabilities and Covered Veterans to discuss any performance problems with their supervisors, and any need for accommodation with their supervisors or the Human Resources Department.
6. As City of Portland makes employees available for participation in community activities, employees who are individuals with disabilities or Covered Veterans will be among those who are encouraged to participate.
7. When City of Portland conducts recruiting efforts at various schools, special efforts will be made to reach students with disabilities and Covered Veterans.

Internal Review Procedure

The City has developed an internal review procedure whereby individuals with disabilities and Covered Veteran employees can raise any issues or claims that may arise during the course of their employment. General communications procedures encourage any and all employees, including those with disabilities or who are Covered Veterans, to discuss such issues or claims. All matters brought to the attention of the Affirmative Action Officer will be formally and confidentially addressed.

Monitoring and Reporting Systems

41 C.F.R. 60-741.44(h), 41 C.F.R. 60-250.44(h)

It is the responsibility of the City's Affirmative Action Officer to monitor all employment and personnel practices to ensure compliance with applicable regulations and adherence to the City's Statement of Policy, to report specific problems to the appropriate management personnel, and to measure the effectiveness of City of Portland's AAP.

The City's audit and reporting system is designed to:

- Measure the effectiveness of the AAP;
- Identify any need for remedial action;
- Determine the degree to which the City's objectives are being attained;
- Determine whether individuals with known disabilities or Covered Veterans have had the full opportunity to participate in all City sponsored educational, training, recreational and social activities;
- Measure the City's compliance with the AAP's specific obligations.

To ensure that the audit system is effective, all records concerning applicants who are individuals with disabilities or Covered Veterans will be maintained for two years, and all personnel actions involving these employees will be individually maintained as a part of their personnel files.

Special reports summarizing affirmative action efforts to assist covered employees, descriptions of any formal complaints, etc. will be provided to members of upper management at least annually. This AAP will be updated annually and will include a summary of the previous year's actions and programs.

Harassment

41 C.F.R. 60-741.44(e), 41 C.F.R. 60-250.44(e)

The City of Portland has developed and implemented procedures to ensure that employees who are individuals with disabilities or Covered Veterans are not harassed because of their disability or veteran status.

A copy of our Equal Employment Opportunity Policy that forbids harassment against individuals based on protected characteristics is included in the Exhibits section.

Training

41 C.F.R. 60-741.44(j), 41 C.F.R. 60-250.44(j)

The City trains all personnel involved in the recruitment, screening, selection, promotion, disciplinary, and related processes to ensure that the commitments in the City's AAP are implemented.

Exhibits

Post-Offer/Pre-Employment Invitation for Individuals with Disabilities and Covered Veterans

Affirmative Action Program

Workers with Disabilities, Special Disabled Veterans, Disabled Veterans, Vietnam Era Veterans,
Armed Forces Service Medal Veterans, Other Protected Veterans, and
One- or Three-Year Recently Separated Veterans

As a government contractor, City of Portland is subject to the Rehabilitation Act of 1973 (Section 503), and Section 402 of the Vietnam Era Veterans Readjustment Act of 1974 (VEVRAA), which require government contractors to take affirmative action to employ and advance in employment, qualified persons with disabilities, qualified Vietnam veterans, and other qualified eligible veterans covered by VEVRAA as defined below. If you are a qualified person with a disability or a veteran covered by VEVRAA, we would like to invite you to participate in our affirmative action program. If you would like to be included under the affirmative action program, please tell us. You may inform us of your desire to benefit under this program at this time and/or at any time in the future. City of Portland's affirmative action program describes the City's commitment to undertaking affirmative action to recruit, place and advance in employment covered veterans and qualified individuals with disabilities. The affirmative action program is available to all employees for review during regular business hours. Submission of this information is voluntary and your decision not to provide it will not affect the consideration you are being given for employment or subject you to any adverse treatment. The information you provide will be kept confidential as far as practicable and in accordance with the law, and will be used to assist in providing reasonable accommodation and for statistical reporting as required by government agencies. In particular, the following may have access to the information you provide: (i) supervisors and managers may be informed regarding restrictions on the work or duties of disabled persons, and regarding necessary accommodations, (ii) first aid and safety personnel may be informed, when and to the extent appropriate, if the condition might require emergency treatment, and (iii) Government officials engaged in enforcing the Americans with Disabilities Act or laws administered by the Office of Federal Contract Compliance Programs, may be informed. The information shall not be used in a manner inconsistent with VEVRAA or Section 503.

If you are disabled, it would assist us if you tell us about:

- (i) Any special methods, skills, and procedures which qualify you for positions that you might not otherwise be able to do because of your disability, so that you will be considered for any positions of that kind.

- (ii) Any accommodations we could make which would enable you to perform the job properly and safely, including special equipment, changes in the physical layout of the job, elimination of certain duties relating to the job, provision of personal assistance services or other accommodations.

I voluntarily identify myself as:

- ☐ **An Individual with a Disability** An “individual with a disability” is defined as a person who (1) has a physical or mental impairment which substantially limits one or more of his or her major life activities, (2) has a record of such impairment, or (3) is regarded as having such an impairment.
- ☐ **A Special Disabled Veteran** A “special disabled veteran” is defined to be a veteran who is entitled to disability compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Veterans Administration for a disability (i) rated at 30 percent or more, (ii) rated at 10 or 20 percent in the case of a veteran who has been determined under section 1506 to have a serious employment disability, or (iii) a person who was discharged or released from active duty because of a service-oriented disability.
- ☐ **A Disabled Veteran** A “disabled veteran” is (1) A veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or (2) A person who was discharged or released from active duty because of a service-connected disability.
- ☐ **A Veteran of the Vietnam Era** A “veteran of the Vietnam Era” is defined as a person who (1) served on active duty for a period of more than 180 days during the Vietnam Era and who was discharged or released therefrom with other than a dishonorable discharge, or (2) was discharged or released from active duty for a service-connected disability if any part of his or her active duty was performed during the Vietnam Era. The “Vietnam Era” is defined as (i) any active duty occurring between August 5, 1964 and May 7, 1975 or, (ii) any active duty part of which occurred in the Republic of Vietnam between February 28, 1961, and May 7, 1975.
- ☐ **An Armed Forces Service Medal Veteran** An “Armed Forces Service Medal veteran” is any veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.
- ☐ **An Other Protected Veteran** An “other protected veteran” is a veteran who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by the Department of Defense.
- ☐ **Recently Separated Veteran One-Year** “Recently separated veteran one-year” is defined as any veteran during the one-year period beginning on the date of the veteran’s discharge or release from active duty.
- ☐ **Recently Separated Veteran Three-Years** “Recently separated veteran three-years” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval or air service.

Please provide your date of discharge or release from active duty: _____

A complete list of qualifying military engagements is available online at
<http://www.opm.gov/veterans/html/vgmedal2.htm>.

Signature: _____

Date: _____

Print Name: _____

Employee #: _____

Exhibits

Harassment Policy

Harassment is verbal, physical or visual conduct of a sexual, racial, ethnic or other nature which, in the employee's opinion, impairs his or her ability to perform the job, or creates an offensive or hostile work environment. Harassment is contrary to basic standards of conduct between individuals.

The City of Portland will not condone or tolerate the harassment of its employees by their coworkers, supervisors or any individuals under our control. All employees, regardless of position or title, will be subject to severe discipline, up to and including termination of employment, should the City determine that an employee is engaged in the unlawful harassment of another employee. The City will promptly and thoroughly investigate the facts and circumstances of any claim of harassment.

If you feel that you are being subjected to harassment, you should report this matter directly to your supervisor immediately, or, if you would prefer to discuss the matter with someone else, report the issue to the supervisor's superior or to another manager of the City. No one will be subject to, and the City prohibits, any form of discipline or retaliation for reporting incidents of unlawful harassment or pursuing any such claim of harassment.

The Human Resources Administrative Rule (HRAR) 2.02-Prohibition against Workplace Harassment, Discrimination and Retaliation is at:

<http://www.portlandonline.com/auditor/index.cfm?c=27934&a=12121>

HRAR 2.01-Equal Employment Opportunity (EEO) Affirmative Action is at:

<http://www.portlandonline.com/auditor/index.cfm?c=27934&a=11980>

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