

ANNOTATED MINUTES

Tuesday, January 20, 2004 - 9:00 AM
Multnomah Building, Sixth Floor Commissioners Conference Room 635
501 SE Hawthorne Boulevard, Portland

EXECUTIVE SESSION

Commissioner Lisa Naito convened the meeting at 9:08 a.m., with Commissioners Lonnie Roberts and Maria Rojo de Steffey present, and Vice-Chair Serena Cruz arriving at 9:09 a.m., and Chair Diane Linn arriving at 9:16 a.m.

- E-1 The Multnomah County Board of Commissioners Will Meet in Executive Session Pursuant to ORS 192.660(1)(d). Only Representatives of the News Media and Designated Staff are allowed to Attend. Representatives of the News Media and All Other Attendees are Specifically Directed Not to Disclose Information that is the Subject of the Executive Session. No Final Decision will be made in the Executive Session. Presented by Gail Parnell and Kathy Short.

EXECUTIVE SESSION HELD.

There being no further business, the meeting was adjourned at 9:40 a.m.

Tuesday, January 20, 2004 - 9:30 AM
Multnomah Building, Sixth Floor Commissioners Conference Room 635
501 SE Hawthorne Boulevard, Portland

EXECUTIVE SESSION

Chair Diane Linn convened the meeting at 9:40 a.m., with Vice-Chair Serena Cruz and Commissioners Lisa Naito, Lonnie Roberts and Maria Rojo de Steffey present.

- E-2 The Multnomah County Board of Commissioners Will Meet in Executive Session Pursuant to ORS 192.660(1)(h). Only Representatives of the News Media and Designated Staff are allowed to Attend. Representatives of the News Media and All Other Attendees are Specifically Directed Not to

Disclose Information that is the Subject of the Executive Session. No Final Decision will be made in the Executive Session. Presented by Agnes Sowle.

EXECUTIVE SESSION HELD.

There being no further business, the meeting was adjourned at 9:53 a.m.

Tuesday, January 20, 2004 - 10:00 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

BOARD BRIEFING

Chair Diane Linn convened the meeting at 10:10 a.m., with Vice-Chair Serena Cruz and Commissioners Lisa Naito, Lonnie Roberts and Maria Rojo de Steffey present.

- B-1 Update on State Cuts Due to Ballot Measure 30. Presented by John Ball, Gina Mattioda, Karyne Dargan, Patricia Pate, Lillian Shirley, Lorenzo Poe, Mike Schrunk, Bernie Giusto and Joanne Fuller.

KATHY TURNER, GINA MATTIODA, STEPHANIE SODEN, LILLIAN SHIRLEY, PATRICIA PATE, JOANNE FULLER, MIKE SCHRUNK, AND BERNIE GIUSTO PRESENTATIONS AND RESPONSE TO BOARD QUESTIONS AND DISCUSSION ON ISSUES INCLUDING: ANALYSIS OF HOUSE BILLS 2152 AND 5077; POTENTIAL STATE ACTION AFTER BALLOT MEASURE 30 ELECTION; AND BUDGET/SERVICES IMPACTS WITHIN THE COUNTY HEALTH, HUMAN SERVICES AND COMMUNITY CORRECTIONS DEPARTMENTS AND THE DISTRICT ATTORNEY AND SHERIFF'S OFFICE. ADDITIONAL BUDGET DISCUSSIONS TO BE SCHEDULED.

There being no further business, the meeting was adjourned at 11:20 a.m.

Thursday, January 22, 2004 - 9:30 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

REGULAR MEETING

Chair Diane Linn convened the meeting at 9:32 a.m., with Vice-Chair Serena Cruz and Commissioners Lisa Naito, Lonnie Roberts and Maria Rojo de Steffey present.

COMMISSIONER NAITO PRESENTED CHINESE NEW YEAR GREETINGS FOR THE YEAR OF THE MONKEY.

REGULAR AGENDA **PUBLIC COMMENT**

Opportunity for Public Comment on non-agenda matters. Testimony is limited to three minutes per person. Fill out a speaker form available in the Boardroom and turn it into the Board Clerk.

ROGER TROEN AND CYNTHIA EARDLEY COMMENTS REGARDING ANIMAL EUTHANSIA, NO KILL POLICY, CAT SUMMIT MEETINGS AND ANIMAL SERVICES POLICIES. BOB LEIPPER COMMENTS REGARDING PLANNING COMMISSION AND LAND USE POLICIES RELATING TO COMPLAINTS, COSTS AND FEES, AND ENFORCEMENT.

NON-DEPARTMENTAL

- R-1 Public Process and Board Appointment to the State Legislature to Fill Oregon State Senate, District 25 Vacancy from Republican Precinct Committee Approved Candidates: Ron Sunseri, John Lim and Ruth Hermance; and Adoption of a RESOLUTION Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25

CHAIR LINN EXPLAINED THE PROCESS, ADVISING THE THREE NOMINEES HAVE UP TO FIVE MINUTES TO SPEAK AND RESPOND TO

BOARD QUESTIONS, FOLLOWED BY PUBLIC TESTIMONY, BOARD COMMENTS AND VOTE BY WRITTEN BALLOT. COMMISSIONER ROBERTS MOVED AND COMMISSIONER ROJO SECONDED, PROCEDURAL RULES SPECIFYING THAT THE CANDIDATE WITH THE MOST VOTES BE APPOINTED, AND THAT IN THE CASE OF A TIE VOTE, A SECOND VOTE BE CONDUCTED BETWEEN THOSE TWO CANDIDATES TO DETERMINE A MAJORITY VOTE FOR PURPOSES OF APPOINTMENT. COMMISSIONER CRUZ STATED SHE FEELS THE MOTION IS NOT NECESSARY. MOTION UNANIMOUSLY APPROVED. RON SUNSERI, JOHN LIM AND RUTH HERMANCE PRESENTATIONS AND RESPONSE TO BOARD QUESTIONS. ROBERT PUNG AND BILL HAUGEN TESTIMONY IN SUPPORT OF JOHN LIM. BOARD COMMENTS. CLERK READ BALLOTS INTO RECORD AS FOLLOWS: COMMISSIONERS ROJO, NAITO, CRUZ AND LINN VOTED FOR JOHN LIM AND COMMISSIONER ROBERTS VOTED FOR RON SUNSERI. UPON MOTION OF COMMISSIONER ROBERTS, SECONDED BY COMMISSIONER NAITO, RESOLUTION 04-005 APPOINTING JOHN LIM TO FILL THE VACANCY IN LEGISLATIVE ASSEMBLY, OREGON STATE SENATE DISTRICT 25 WAS UNANIMOUSLY ADOPTED.

Commissioners Naito and Roberts were excused at 10:15 a.m. Commissioner Naito resumed participation in the Board meeting via speakerphone at 10:18 a.m.

R-2 RESOLUTION in Support of Ballot Measure 30

COMMISSIONER CRUZ MOVED AND COMMISSIONER ROJO SECONDED, APPROVAL OF R-2. YVONNE SCHUTT, WHITNEY BARRY, LIZ YOSHIHARA, JAY THIEMEYER, CAROLE SCHOLL, ALAN MALATERRE, ERIC MONTGOMERY, TYRONE WILLIAMSON, LAURA ROHOLT, PHYLLIS KAUFHOLD, OZZIE KELLY, HAYDEN STEPHENS AND JOHN HOLMES

TESTIMONY IN SUPPORT OF FUNDING FOR MENTAL HEALTH COVERAGE AND TREATMENT SERVICES, RESIDENTIAL TREATMENT CENTER SERVICES, AND COMMUNITY JUSTICE PROGRAMS, AND IN SUPPORT OF BALLOT MEASURE 30. COMMISSIONER ROJO THANKED ALL WHO CAME AND SHARED THEIR STORIES TODAY, ADDING SHE ONLY WISHES THE STATE COULD HEAR THEM. CHAIR LINN ADVISED THE COUNTY WILL REFUND A PORTION OF LOCAL MULTNOMAH COUNTY TAX IF MEASURE 30 PASSES AND COMMENTED IN SUPPORT OF MEASURE 30. COMMISSIONER CRUZ STATED THAT PEOPLE DIED AS A RESULT OF FAILURE OF MEASURE 28 LAST YEAR AND URGED ALL TO VOTE YES FOR MEASURE 30. COMMISSIONER NAITO THANKED ALL WHO CAME AND SHARED THEIR STORIES TODAY AND EXPRESSED CONCERN THAT DEFEAT OF MEASURE 30 WILL RESULT IN A STAGGERING LOSS OF MEDICAL AND MENTAL HEALTH CARE, EDUCATION AND PUBLIC SAFETY SERVICES. RESOLUTION 04-006 ADOPTED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

R-3 Authorizing Initiation of Legal Action Against Daniel Manuel Chuginterian

COMMISSIONER CRUZ MOVED AND COMMISSIONER ROJO SECONDED, APPROVAL OF R-3. DAVID BLANKFELD EXPLANATION. AUTHORIZATION APPROVED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

R-4 Authorizing Initiation of Legal Action Against William David Owens, Jr.

COMMISSIONER CRUZ MOVED AND COMMISSIONER NAITO SECONDED, APPROVAL OF R-4. DAVID BLANKFELD EXPLANATION. AUTHORIZATION APPROVED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

DEPARTMENT OF BUSINESS AND COMMUNITY SERVICES

- R-5 Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 33C, Bicycle and Pedestrian Systems

ORDINANCE READ BY TITLE ONLY. COPIES AVAILABLE. COMMISSIONER ROJO MOVED AND COMMISSIONER CRUZ SECONDED, APPROVAL OF SECOND READING AND ADOPTION. NO ONE WISHED TO TESTIFY. ORDINANCE 1026 ADOPTED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

- R-6 Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 34, Trafficways, and the Accompanying Functional Classification of Trafficways Map(s)

ORDINANCE READ BY TITLE ONLY. COPIES AVAILABLE. COMMISSIONER CRUZ MOVED AND COMMISSIONER ROJO SECONDED, APPROVAL OF SECOND READING AND ADOPTION. NO ONE WISHED TO TESTIFY. ORDINANCE 1027 ADOPTED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

- R-7 RESOLUTION Adopting Multnomah County's Affirmative Action Plan for 2004-2006

COMMISSIONER CRUZ MOVED AND COMMISSIONER ROJO SECONDED, APPROVAL OF R-7. ROBERT PHILLIPS AND ROBBIE BERG EXPLANATION. CHAIR LINN AND COMMISSIONER CRUZ COMMENTS IN SUPPORT AND APPRECIATION. PLAN APPROVED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

- R-8 RESOLUTION Establishing Fees and Charges for MCC 11.05 Land Use General Provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration

and Procedures, 38 Columbia River Gorge National Scenic Area, and Repealing Resolution No. 02-104 [Continued from January 15, 2004]

COMMISSIONER CRUZ MOVED AND COMMISSIONER NAITO SECONDED, APPROVAL OF R-8. CHUCK BEASLEY EXPLANATION. BOB LEIPPER TESTIMONY IN SUPPORT WITH CONDITIONS, INCLUDING CHARGING FEES FOR ACTUAL COSTS. RESOLUTION 04-008 ADOPTED, WITH COMMISSIONERS NAITO, CRUZ, ROJO AND LINN VOTING AYE.

There being no further business, the meeting was adjourned at 11:13 a.m.

BOARD CLERK FOR MULTNOMAH COUNTY, OREGON

Deborah L. Bogstad



Multnomah County Oregon

Board of Commissioners & Agenda

connecting citizens with information and services

BOARD OF COMMISSIONERS

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JANUARY 20 & 22, 2004 REV

BOARD MEETINGS

FASTLOOK AGENDA ITEMS OF INTEREST

Pg 2	9:00 a.m. Tuesday Executive Sessions
Pg 2	10:00 a.m. Tuesday Update on State Cuts Due to Ballot Measure 30
Pg 3	9:30 a.m. Thursday Public Process and Board Consideration and Vote on a Resolution Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25
Pg 3	10:00 a.m. Thursday Resolution in Support of Ballot Measure 30
Pg 3	10:35 a.m. Thursday Second Readings and Possible Adoption of Proposed Ordinances Amending Comprehensive Framework Plan Policy 33C and Policy 34
Pg 3	10:40 a.m. Thursday Resolution Adopting Affirmative Action Plan for 2004-2006

Thursday meetings of the Multnomah County Board of Commissioners are cable-cast live and taped and may be seen by Cable subscribers in Multnomah County at the following times:

Thursday, 9:30 AM, (LIVE) Channel 30
Friday, 11:00 PM, Channel 30
Saturday, 10:00 AM, Channel 30
Sunday, 11:00 AM, Channel 30

Produced through Multnomah Community Television
(503) 491-7636, ext. 333 for further info
or: <http://www.mctv.org>

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Tuesday, January 20, 2004 - 10:00 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

BOARD BRIEFING

- B-1 Update on State Cuts Due to Ballot Measure 30. Presented by John Ball, Gina Mattioda, Karyne Dargan, Patricia Pate, Lillian Shirley, Lorenzo Poe, Mike Schrunk, Bernie Giusto and Joanne Fuller. ONE HOUR REQUESTED.

Thursday, January 22, 2004 - 9:30 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

REGULAR MEETING

REGULAR AGENDA - 9:30 AM

PUBLIC COMMENT - 9:30 AM

Opportunity for Public Comment on non-agenda matters. Testimony is limited to three minutes per person. Fill out a speaker form available in the Boardroom and turn it into the Board Clerk.

NON-DEPARTMENTAL - 9:30 AM

- R-1 Public Process and Board Appointment to the State Legislature to Fill Oregon State Senate, District 25 Vacancy from Republican Precinct Committee Approved. Candidates: Ron Sunseri, John Lim and Ruth Hermance; and Adoption of a RESOLUTION Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25
- R-2 RESOLUTION in Support of Ballot Measure 30
- R-3 Authorizing Initiation of Legal Action Against Daniel Manuel Chuginterian
- R-4 Authorizing Initiation of Legal Action Against William David Owens, Jr.

DEPARTMENT OF BUSINESS AND COMMUNITY SERVICES - 10:35 AM

- R-5 Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 33C, Bicycle and Pedestrian Systems
- R-6 Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 34, Trafficways, and the Accompanying Functional Classification of Trafficways Map(s)
- R-7 RESOLUTION Adopting Multnomah County's Affirmative Action Plan for 2004-2006
- R-8 RESOLUTION Establishing Fees and Charges for MCC 11.05 Land Use General Provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration

and Procedures, 38 Columbia River Gorge National Scenic Area, and
Repealing Resolution No. 02-104 [Continued from January 15, 2004]



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
501 SE HAWTHORNE BLVD, SUITE 600
PORTLAND, OREGON 97204
(503) 988-5217

LISA NAITO • COMMISSIONER DISTRICT 3

MEMORANDUM

TO: Chair Diane Linn
Commissioner Maria Rojo de Steffey
Commissioner Serena Cruz
Commissioner Lonnie Roberts
Board Clerk Deb Bogstad

FROM: Carol Wessinger
Staff to Commissioner Lisa Naito

DATE: January 14, 2004

RE: Commissioner Naito will be unable to attend the January 22, 2004 Board Meeting.
She will participate in the meeting by phone.

The Commissioner will be attending NACO's Justice & Public Safety Committee Conference January 21 through 24, 2004 in Sunriver, Oregon.

Thank you,
Carol Wessinger

JANUARY 22, 2004
Co Naito physically present
for BOARD meeting 9:30
to 10:15 - through R-1;
then she left for Sunriver,
participating via SPEAKERPHONE
through REMAINDER OF MEETING.
(ADJOURNED @ 11:13 AM)

Lonnie Roberts
Multnomah County Commissioner
District 4



501 SE Hawthorne Boulevard, Suite 600
Portland, Oregon 97214
(503) 988-5213 phone
(503) 988-5262 fax
Email: lonnie.j.roberts@co.multnomah.or.us
www.co.multnomah.or.us/cc/ds4/

MEMORANDUM

DATE: January 21, 2004

TO: Chair Diane Linn
Commissioner Maria Rojo de Steffey, District 1
Commissioner Serena Cruz, District 2
Commissioner Lisa Naito, District 3
Board Clerk Deb Bogstad

FROM: Kristen West
Staff Assistant, Commissioner Lonnie Roberts

RE: Notice of Meeting Excuse

Due to a scheduling conflict, Commissioner Roberts will need to excuse himself immediately following consideration of R-1 on the agenda tomorrow.

#1

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1-22-04

SUBJECT: CAT KILLING

AGENDA NUMBER OR TOPIC: _____

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: ROGER TROEN

ADDRESS: 4226 N. MONTANA AV.

CITY/STATE/ZIP: PORTLAND OR 97217

PHONE: DAYS: 287-7894 (503) EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.



A message from Ingrid E. Newkirk

**Let's resolve
to be vigorous
in changing
minds and
hearts this year.**

*Dear Animal Times Reader,
Should you ever find yourself
dismayed at the immense
ignorance in the world
regarding animals' capacity
for pain and joy or their
innate intelligence, it may
help to look back. The masses*

Tal Ronnen/PETA

have always behaved abominably to those they don't understand.

In China, in the mid-1800s, emperors posted writs on city gates warning "foreign barbarians" to pay attention to Chinese customs or suffer such frightful consequences as being beheaded, and visitors from overseas with ruddy complexions were considered especially vile. In the U.S., the grandparents of African-Americans still alive today were treated as mere commodities, and well-educated people actually believed that blacks could tolerate greater pain than whites and that they lacked maternal feelings, a rather convenient idea when slave child and mother were put on separate auction blocks.

In Victorian England, women were considered too delicate to pursue "manly" sports (lucky, really, as they consisted mostly of fox hunting and grouse shooting), too dim to vote, and too irresponsible to own property. A husband's word was law. Try telling a woman what to do and when to do it these days and see how far that gets you!

So here we are, ridding the world of prejudice and ignorance in their 21st century forms, shaking up the ridiculous notion that only humans count and making marked progress all the time. How many people we reach in 2004 is up to all of us who recognize animals' abilities and emotions. Let's resolve to be so vigorous in changing minds and hearts this year that we hasten the day when some future writer looks back at our times and shakes her head in disbelief!

Happy New Year and Happy Activism!

For all animals,

Ingrid E. Newkirk

#2

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: Jan 22, 04

SUBJECT: Multnomah County Animal Services
Non-agenda item.

AGENDA NUMBER OR TOPIC: _____

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: Cynthia Fardley

ADDRESS: 1825 SW Evans ST

CITY/STATE/ZIP: Portland, Oregon

PHONE: _____ DAYS: _____ EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: Cat Summit

WRITTEN TESTIMONY: Separate Sheets (2)

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

Cynthia C. Eardley's testimony before the Multnomah County Commissioners
January 22, 2004,

I am here, once again to talk about cats. To argue that the "Cat summit" set up by Commissioner Naito's "top aid", Charlotte Comito, disguises the fact that real problems and issues important to the public are being ignored, as is the July 2000 report of the commission-appointed blue-ribbon task force that recommended animal services reforms. . Task force chair, veterinarian Robert Murtaugh, DID consult the work of the best and the brightest in the field when doing research for the report, among them Richard Avanzino Lawyer, PhD in pharmacology, policy analyst and father of the no-kill movement whose policies are recommended in the July 2000 report. The idea that current "cat summit" participants are brighter or more experienced –or are even coming close to identifying real issues is pure public relations fallacy. Just like OHS' "Feel the Love" campaign... The signs are all over SW Portland. But such emotionalism is a kind of invidious propaganda. I would rather SEE sound law and policy than feel anything. I was informed recently by Bob Sallinger of the Audobon society that I can't tolerate people disagreeing with me. Oh, is it really ME who is like this? Isn't it actually Sharon Harmon of OHS, John Rowton of MCAS and company who don't want me at their meeting because I disagree with THEM about the efficacy of "No-kill" policy? Rather than allow the discussion, they put down those who think better policy is possible as "unrealistic." Charlotte Comito said this to me in email. If discussion were actually ALLOWED, the public might begin to see that better policy IS possible. I think this is what psychologists call projection.

I have told you before about ORS 167. 390 (1) excepting cats and dogs not killed for their fur from a prohibition against trading in cat and dog fur. This was pushed through the legislature in 1999 3 days after an irate couple attending a focus group on a proposed pet food sales tax asked John Rowton what kind of business was actually being run at the county animal shelter. And I have asked the question: to what this might this statutory provision apply if not to euthanized shelter animals? AND Carolina Biological in West Linn has admitted to purchasing dead shelter cats as dissection subjects.

But the gang over at MCAS and OHS would rather find fault with me than answer the questions I raise. It is ridiculous for the people at MCAS (who are notorious for hiding records) to insist that I can't prove they are involved in sidelines. I believe I can prove it. But that really is beside the point. . The POTENTIAL for abuse is there so long as that sort of thing is legal. And with the National Animal Alliance, a group promoting the fur trade, vivisection and international trade in animal products making cat policy, one would have to be an almost absolute half-wit not to see the conflict of interest, one that the Humane Society of the United States, not just me, says is unacceptable. Before you can do anything meaningful and effective about the cat question, you need to close the legal loopholes that permit humane actors to engage in sidelines that compromise pets and the interests of pet owners.

It is YOUR responsibility to see that the 2000 task force report is taken seriously. You could start by addressing these community issues in the community instead of at secret meetings attended by the essentially the same people who have been effective no more forever on these issues.. Tell Patti Strand AND The National Animal Interest Alliance they are outta there. And you could find a new headhunter to replace the current leadership. Paul Millieus who brought us both Sharon Harmon of OHS and Gary Handle is not likely to come up with anyone who cares about animals or about playing straight with the people of Multnomah County. Then you could investigate to make sure they are making policy in line with the task force report, policy that will dictate the actions of future leaders.

Thank you.

C: blind

#3

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 22 JAN 04

SUBJECT: NON-AGENDA

AGENDA NUMBER OR TOPIC: _____

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: BOB LEPPER

ADDRESS: PO BOX 94

CITY/STATE/ZIP: TRAUTMERE OR 97060

PHONE: DAYS: 503-695-5276 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

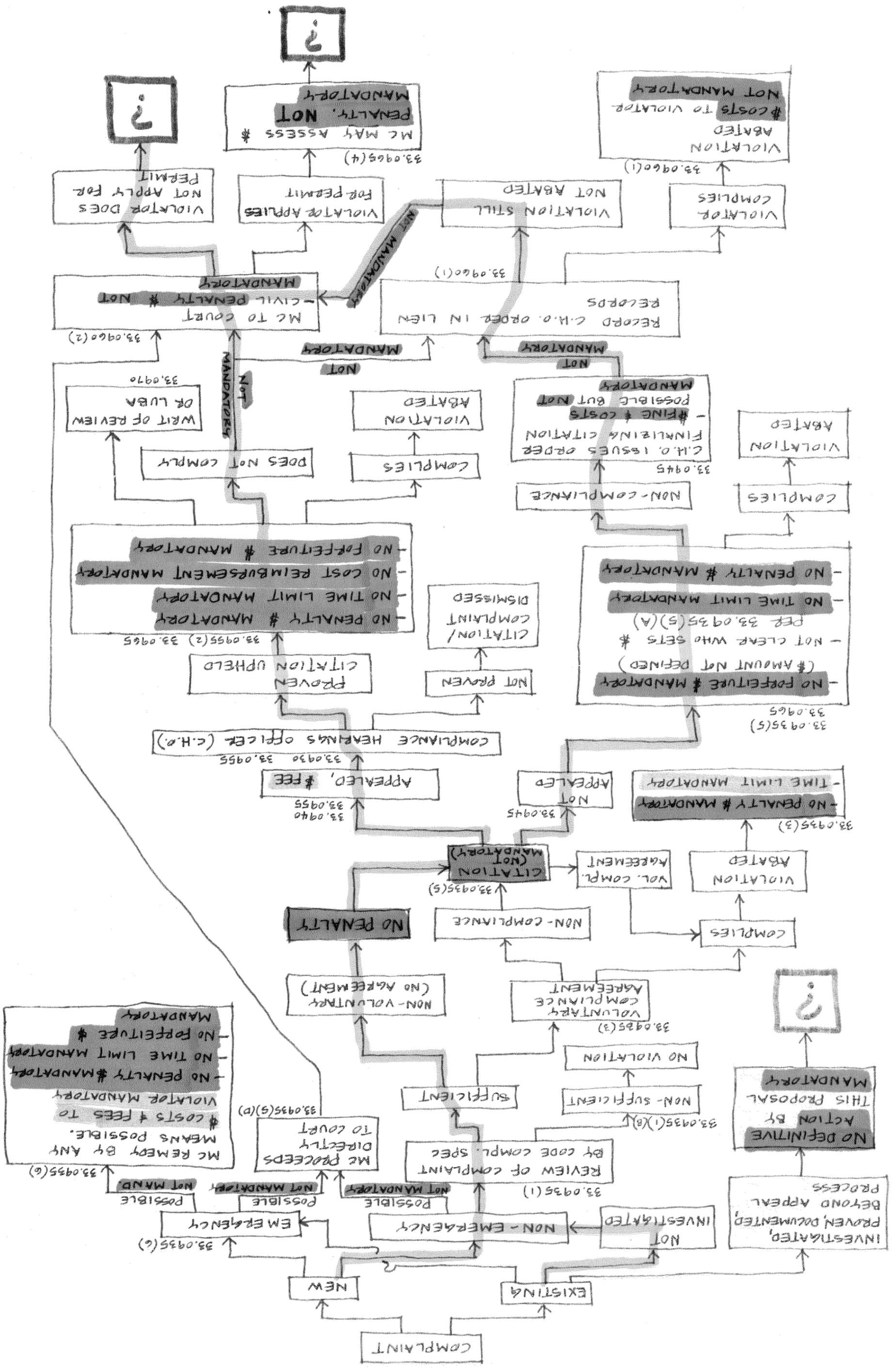
WRITTEN TESTIMONY: _____

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AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-1

Est. Start Time: 9:30 AM

Date Submitted: 01/19/04

Requested Date: January 22, 2004

Time Requested: 30 mins

Department: Non-Departmental

Division: Chair's Office

Contact/s: Rebecca Uherbelau

Phone: 503.988-3308

Ext.: 85273

I/O Address: 503/600

Presenters: Ron Sunseri, John Lim and Ruth Hermance

Agenda Title: Public Process and Board Appointment to the State Legislature to Fill Oregon State Senate, District 25 Vacancy from Republican Precinct Committee Approved Candidates: Ron Sunseri, John Lim and Ruth Hermance

[RESOLUTION Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25]

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

1. What action are you requesting from the Board? What is the department/agency recommendation?

Public Process and Board Appointment to the State Legislature to Fill Oregon State Senate, District 25 Vacancy from Republican Precinct Committee Approved Candidates: Ron Sunseri, John Lim and Ruth Hermance and adoption of a RESOLUTION Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25.

2. Please provide sufficient background information for the Board and the public to understand this issue.

Effective December 31, 2003, there is a vacancy in Oregon State Senate, District 25 due to the resignation of State Senator John Minnis. Pursuant to state law, on Monday, January 5, 2004, the Republican Party Precinct Committeepersons in Oregon State Senate

District 25 made nominations to fill the vacancy. The nominees chosen were: Ron Sunseri, John Lim and Ruth Hermance. In accordance with State Law and procedures established by the Secretary of State, the Multnomah County Board of Commissioners will consider the nominations at a public meeting on Thursday, January 22, 2004. (For further detail, see Attached Secretary of State Notification of Vacancy and Multnomah County Republican Precinct Persons letter of recommendation, minutes of the January 5, 2004 meeting and copies of the nominees' willingness to serve documents.)

3. Explain the fiscal impact (current year and ongoing).

N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain:

- ❖ **What revenue is being changed and why?**
- ❖ **What budgets are increased/decreased?**
- ❖ **What do the changes accomplish?**
- ❖ **Do any personnel actions result from this budget modification? Explain.**
- ❖ **Is the revenue one-time-only in nature?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**

NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)

If a contingency request, explain:

- ❖ **Why was the expenditure not included in the annual budget process?**
- ❖ **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
- ❖ **Why are no other department/agency fund sources available?**
- ❖ **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.**
- ❖ **Has this request been made before? When? What was the outcome?**

If grant application/notice of intent, explain:

- ❖ **Who is the granting agency?**
- ❖ **Specify grant requirements and goals.**
- ❖ **Explain grant funding detail – is this a one time only or long term commitment?**
- ❖ **What are the estimated filing timelines?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**
- ❖ **How will the county indirect and departmental overhead costs be covered?**

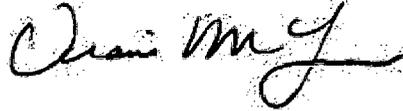
4. Explain any legal and/or policy issues involved.

In compliance with ORS 171.060(3), a copy of the adopted Board Resolution shall promptly be forwarded to the Secretary of State.

5. Explain any citizen and/or other government participation that has or will take place.

The Republic Party precinct persons for Senate District 25 held a public meeting on January 5, 2004. The Multnomah County Board of Commissioner will hold a public meeting, with opportunity for public testimony.

Required Signatures:



Department/Agency Director: _____

Date: 01/09/04

Budget Analyst

By: _____

Date:

Dept/Countywide HR

By: _____

Date:

OFFICE OF THE SECRETARY OF STATE

BILL BRADBURY
SECRETARY OF STATE

RECEIVED

DEC 31 2003

DIANE LINN

MULTNOMAH COUNTY CHAIR



ELECTIONS DIVISION

JOHN LINDBACK
DIRECTOR

141 STATE CAPITOL
SALEM, OREGON 97310-0722

ELECTIONS — (503) 986-1518

December 26, 2003

The Honorable Kevin Mannix, Chairperson
Amy Casterline, Executive Director
The Oregon Republican Party
PO Box 789
Salem, Oregon 97308

Tim Nashif, Chair
Multnomah Co. Republican Central Committee
14107 NE Airport Way
Portland, Oregon 97230

Re: Vacancy in Senate District 25

Dear Mr. Mannix, Ms. Casterline, and Mr. Nashif:

Effective 5:00p.m., December 31, 2003, there is a vacancy in Senate District 25 due to the resignation of State Senator John Minnis.

Pursuant to ORS 171.060(1), you are hereby notified of the vacancy. You are advised the same statute requires the party central committees within the district to nominate no fewer than three nor more than five qualified persons to fill the vacancy. The nominating convention shall be conducted according to party rules.

You are required by law to notify the Secretary of State of the persons nominated. The nominations must be made no later than January 20, 2004, 20 days after the vacancy occurred.

ORS 171.051(2) requires each nominee to be a citizen qualified to hold the office, an elector of the 25th senate district and a member of the Republican Party for 180 days prior to the date of the vacancy (7/4/03). In addition, Article IV, section 3 of the Oregon Constitution requires that the appointee shall have been an inhabitant of the district for at least one year prior to the date of the appointment.

The notification to the Secretary of State shall be accompanied by the signed written statement of each nominee indicating that the nominee is willing to serve in the office of State Senator, District 25. Copies of the statement are enclosed. (SEL 145b).

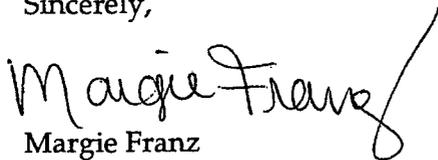
Subject to the time limits described above, the meeting of precinct committee persons may be scheduled and conducted according to party rules. Please notify this office of the date and time of the meeting when it is scheduled.

December 26, 2003
The Honorable Kevin Mannix
Page 2

The Multnomah County Board of Commissioners will meet to appoint one person from the list of three to five nominees submitted by the precinct committee persons. The vacancy must be filled by appointment not later than January 30, 2004, thirty days after the vacancy occurred.

If further information is needed please contact me at (503) 986-1518. Thank you.

Sincerely,



Margie Franz
Compliance Specialist
Enclosures
c: County Commissioners
c: County Clerk

STATEMENT OF REPUBLICAN NOMINEE'S WILLINGNESS TO SERVE

FILING FOR OFFICE OF _____ DISTRICT NUMBER _____

Name of nominee (Print)	
Residence address (street/route, city, state, county, zip code)	Telephone (business)
Mailing address to which all correspondence will be sent (street/route, city, state, county, zip code)	Telephone (home)
<p>By signing this document, I hereby state: THAT I shall accept the appointment for the office indicated above; THAT I shall qualify for said office, if appointed; THAT I have been a member of said political party, subject to the exceptions stated in ORS 249.046, for at least 180 days before my appointment; and THAT all information supplied by me on this form is true to the best of my knowledge.</p>	
Nominee's signature	Date signed
<p>Warning: Any person who supplies any information on this form, knowing it to be false, is subject upon conviction to imprisonment for up to five years or to a fine of \$100,000, or both (ORS 260.715).</p>	



Multnomah County Republicans

Fighting Back For Oregon

January 6th, 2004

Commissioner Diane Linn
County Chair
501 SE Hawthorne Blvd. Suite 500
Portland, OR 97214

RECEIVED

JAN 09 2004

DIANE LINN
MULTNOMAH COUNTY CHAIR

C KT, Becca

Dear County Chair Linn,

I am writing to inform you that a meeting was held at 7:00 PM on Monday, January 5th, 2004 at the Gresham City Hall, Council Chambers, to nominate three candidates to fill the vacancy of Senator John Minnis.

As required by ORS 171.060 (1), the Precinct Committee Persons in Senate District 25 have fulfilled their responsibility in the replacement process and have nominated three qualified and eligible candidates that are being submitted to you and the rest of the Multnomah County Board of Commissioners as the respective choices of the Republican Party to fill this vacancy.

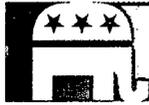
Enclosed is a copy of the rules used to govern the meeting, a copy of the "Minutes" from the meeting, and three "Willingness to Serve" forms from each of the nominees selected by the Precinct Committee Persons in attendance. The three nominees selected were Ron Sunseri, John Lim, and Ruth Hermance.

As you will see from the minutes enclosed, the overwhelming first choice of the Precinct Committee Persons in Senate District 25 was former three-term legislator Ron Sunseri. The initial vote was Sunseri: 24, Lim: 4, and Hermance: 0. I know that you represent a very different district of Multnomah County, but I would ask that you consider the will of Republican Precinct Persons in Senate District 25 when you and your colleagues make the decision in the appointment process.

Thank you for your service, and if you have any questions or would like more information about the process or nominees selected, please do not hesitate to call me.

Warm regards,

Tim Nashif
Chairman
Multnomah County Republican Party



Multnomah County Republicans

Fighting Back For Oregon

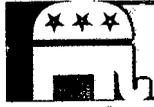
Senate District 25 Precinct Committee Person Meeting

Appointment of Candidates for Sen. Dist. 25 Vacancy

Rules for Conducting Appointment

January 5th, 2003

1. All voting Precinct Committee Persons must be credentialed and approved prior to the commencement of voting. All voting Precinct Committee Persons must be registered Republicans, registered Precinct Committee Persons, and must reside in Senate District 25.
2. All Nominations must come from the floor and be accompanied by a "second" as governed by Roberts Rules of Order.
3. As required by ORS, the PCPs in the Senate District in question must submit 3 to 5 nominees to the respective Board of County Commissioners. For reasons of time and to maintain the simplicity of the process, we will submit only three candidates to the Multnomah County Board of Commissioners to fill the vacancy of Senate District 25.
4. All Nominees must be a citizen qualified to hold the office of State Senator. In addition, the Nominee must be a member of the Republican Party for 180 days prior to the date of vacancy and be an elector in the 25th Senate District (ORS 171.051 (1). Article IV, Section 3 of the Oregon Constitution requires that the Nominee must be a resident of the District for the period of one-year prior to the date of their appointment.
5. All Nominees will be given five minutes to speak and the order of speeches will be determined by alphabetical order of the Nominees last names.
6. The method of voting for Nominees shall go as following:
 - A. There will be one ballot circulated initially listing all nominated candidates for the appointment vacancy. Each PCP must vote for only one candidate. Any ballots with more than one name on them will be declared "void". The top vote-getter from this initial ballot will be presented as the *first choice* of the credentialed Precinct Persons who reside in Sen. District 25.
 - B. Upon completion of the first balloting, all remaining eligible candidates will be printed on a secondary ballot whereas the top two vote-getters from this ballot will be added to the *first choice* of the PCPs and will comprise our list of three candidates that will be submitted to the Multnomah County Commissioners.
7. All Ballots will be counted and verified by an individual appointed from the floor by the Chairman prior to the ballots being circulated. All candidates may observe the vote tally process or appoint an observer to monitor in their place.



Minutes

Senate District 25 Vacancy Meeting

January 5th, 2004

At 7:13 PM the meeting was called to order. A credentials report given by Francis Martinez (5401) showed that there were 27 credentialed Precinct Committee Persons in attendance.

The meeting was begun with an invocation given by Ed Golobay (5855) followed by the Pledge of Allegiance led by Stan Huston (3311).

Chairman Tim Nashif welcomed all attending PCPs and observers, and introduced former Senator John Minnis, now the Director of the Department of Public Safety Standards and Training. Director John Minnis gave a speech thanking the Precinct Persons in attendance for their dedication to the Republican Party and for their willingness to brave the icy and cold conditions to attend this very important meeting. Director Minnis was given a standing ovation from the Precinct Persons at the conclusion of his remarks.

Chairman Tim Nashif then proceeded to the first order of business, approving the rules for conducting the meeting. Upon a review of the rules, he called for discussion of them, whereas Jo Haverkamp (5855) made a motion asking for a revision of the rules to use only one ballot in the process to expedite the process of selection. The motion was discussed and the motion was called to question by Robert Canfield (5201). The motion failed by a margin of 2 "yeas" to 25 "nays".

Upon the defeat of the motion to revise the rules, there was a motion by Rodger Congdon (5868), to accept the rules as written. There was a second by Stan Heath (5851). The motion was voted on and passed unanimously.

Upon adoption of the rules, Chairman Tim Nashif called for nominations from the floor. Mary Martin (5855), nominated former legislator Ron Sunseri, and there was a second from David Farrand (5868) to nominate Ron Sunseri.

Upon the completion of nomination for Ron Sunseri, Jo Haverkamp (5855) nominated former Senator John Lim. She received a second from Larry Haverkamp (5855), to secure the nomination.

The final nomination from the floor came from Tim Trickey (5868) who nominated former legislative aide and Republican House Captain Ruth Hermance. Ruth Hermance received a second from Brian Gray (5855) to secure her nomination.



Multnomah County Republicans

Fighting Back For Oregon

There was then a motion by Rodger Congdon (5868) to close nominations. Jo Haverkamp (5855) seconded the motion. The motion passed unanimously.

Upon the closure of nominations, each of the three nominees for the post was given five minutes to speak to the group of credentialed PCPs about their desire to serve and their personal background.

The official ballots were printed and as per the adopted rules, the assembled PCPs voted for one person to be the first choice of the PCPs and be the first name to be submitted to the Multnomah County Board of Commissioners.

During the ballot counting process, Speaker of the Oregon House of Representatives Karen Minnis addressed the group thanking them for their support during this last legislative session, and encouraging them to remain faithful in their support for the Republican Party and the candidates during this upcoming election.

The results of the initial ballot were as follows:

27 Credentialed PCPs were eligible to vote.

Ron Sunseri: 23 votes

John Lim: 4 votes

Ruth Hermance: 0 votes

The result of the initial ballot demonstrated that former legislator Ron Sunseri received the majority of the votes and was thus presented as the first choice of the PCPs in Senate District 25.

Upon completion of the initial ballot, there was a motion from the floor by Tim Trickey (5868) to suspend the rules and vote by acclamation to include the two remaining candidates as the other two nominees that would be submitted to the Multnomah County Board of Commissioners. There was a second from Jo Haverkamp (5855) and the motion was voted on. The motion passed unanimously and the result was that the rule (Rule #6, B) was suspended.

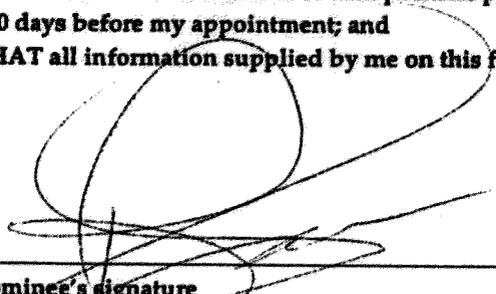
There was then a motion by Rodger Congdon (5868) to vote by acclamation that Ruth Hermance and John Lim would be submitted as the two remaining candidates along with Ron Sunseri to complete the list of three (required by law) to the Multnomah County Commissioners. There was a second by Melba Martin (5100). The motion passed unanimously.

There was then a motion to adjourn by Larry Haverkamp (5855). The motion was seconded by Rodger Congdon (5868)

The meeting adjourned at 8:38 PM.

STATEMENT OF REPUBLICAN NOMINEE'S WILLINGNESS TO SERVE

FILING FOR OFFICE OF Senator DISTRICT NUMBER 25

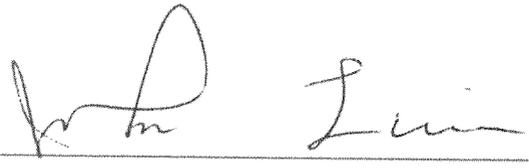
Name of nominee (Print) <u>RON SUNSERI</u>	
Residence address (street/route, city, state, county, zip code) <u>4100 SE 26TH PL.</u> <u>Gresham OR. 97080</u> <u>Multnomah</u>	Telephone (business) <u>503-348-0606</u>
Mailing address to which all correspondence will be sent (street/route, city, state, county, zip code) <u>SAME.</u>	Telephone (home) <u>503-663-3800</u>
<p>By signing this document, I hereby state: THAT I shall accept the appointment for the office indicated above; THAT I shall qualify for said office, if appointed; THAT I have been a member of said political party, subject to the exceptions stated in ORS 249.046, for at least 180 days before my appointment; and THAT all information supplied by me on this form is true to the best of my knowledge.</p>	
Nominee's signature 	Date signed <u>1-5-04</u>
<p>Warning: Any person who supplies any information on this form, knowing it to be false, is subject upon conviction to imprisonment for up to five years or to a fine of \$100,000, or both (ORS 260.715).</p>	

STATEMENT OF REPUBLICAN NOMINEE'S WILLINGNESS TO SERVE

FILING FOR OFFICE OF STATE SENATE DISTRICT NUMBER 25

Name of nominee (Print) <u>JOHN LIM</u>	
Residence address (street/route, city, state, county, zip code) <u>740 S.E. 25th St.</u> <u>Gresham, OR 97080</u>	Telephone (business) <u>503-239-5200</u>
Mailing address to which all correspondence will be sent (street/route, city, state, county, zip code) <u>P.O. BOX 1616</u> <u>Gresham, OR 97030</u>	Telephone (home) <u>503-667-3647</u>

By signing this document, I hereby state:
THAT I shall accept the appointment for the office indicated above;
THAT I shall qualify for said office, if appointed;
THAT I have been a member of said political party, subject to the exceptions stated in ORS 249.046, for at least 180 days before my appointment; and
THAT all information supplied by me on this form is true to the best of my knowledge.



Jan 5th, 2004

Nominee's signature

Date signed

Warning: Any person who supplies any information on this form, knowing it to be false, is subject upon conviction to imprisonment for up to five years or to a fine of \$100,000, or both (ORS 260.715).

STATEMENT OF REPUBLICAN NOMINEE'S WILLINGNESS TO SERVE

FILING FOR OFFICE OF Senator

DISTRICT NUMBER 25

Name of nominee (Print) <i>Ruth L. Hermance</i>	
Residence address (street/route, city, state, county, zip code) <i>2959 NE 15th St. Gresham, OR 97030</i>	Telephone (business) <i>Multnomah Co</i>
Mailing address to which all correspondence will be sent (street/route, city, state, county, zip code) <i>Same as above</i>	Telephone (home) <i>503 665-1949</i>
<p>By signing this document, I hereby state: THAT I shall accept the appointment for the office indicated above; THAT I shall qualify for said office, if appointed; THAT I have been a member of said political party, subject to the exceptions stated in ORS 249.046, for at least 180 days before my appointment; and THAT all information supplied by me on this form is true to the best of my knowledge.</p>	
<i>Ruth L. Hermance</i> Nominee's signature	<i>1-05-04</i> Date signed
<p>Warning: Any person who supplies any information on this form, knowing it to be false, is subject upon conviction to imprisonment for up to five years or to a fine of \$100,000, or both (ORS 260.715).</p>	

BILL BRADBURY
SECRETARY OF STATE



ELECTIONS DIVISION

JOHN LINDBACK
DIRECTOR

141 STATE CAPITOL
SALEM, OREGON 97310-0722

ELECTIONS — (503) 986-1518

January 9, 2004

BCC ✓

The Honorable Diane Linn, Chairperson
Multnomah County Board of Commissioners
501 SE Hawthorne Blvd, Ste 600
Portland, Oregon 97214

Re: Vacancy in Senate District 25

Dear Chairperson Linn, Multnomah County Commissioners:

Effective 5:00p.m., December 31, 2003, there is a vacancy in Senate District 25 due to the resignation of State Senator John Minnis.

Pursuant to ORS 171.060(1) and 236.325, you are hereby notified of the vacancy. The Republican precinct committeepersons of Senate District 25 met on Monday, January 5, 2004, to choose nominees to fill the vacancy. The nominees chosen are:

1. John Lim
2. Ron Sunseri
3. Ruth L. Hermance

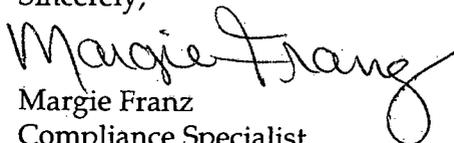
The Multnomah County Board of Commissioners is hereby directed to meet to appoint one person from the list. The time and location of the meeting are as follows:

Time: 9:30 a.m.
Date: Thursday, January 22, 2004
Place: Multnomah Building
501 SE Hawthorne Blvd., 1st floor
Portland, Oregon 97214

Enclosed is a copy of the Administrative Rule outlining the procedures for conduct of a meeting to fill a vacancy in the Legislative Assembly. Also enclosed is a Statement which you may use to notify the Secretary of State of the appointment, including a signature sheet and a vote tabulation sheet. You may produce and use your own version of these documents if you wish. The completed Statement, signature sheet and tabulation sheet must be returned to this office as soon as possible after the meeting.

Please contact me at (503) 986-1518 if you have any questions about this process. Thank you.

Sincerely,



Margie Franz
Compliance Specialist
Enclosures

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY

In the matter of
Filling the Vacancy in the Legislative Assembly,
State Senate, District 25

WHEREAS, pursuant to state law, the Republican Party Precinct
Committeepersons in Senate District 25 made nominations to fill the vacancy;
and

WHEREAS, in accord with procedures established by the Secretary of
State, the Board of County Commissioners of Multnomah County considered the
nominations at a public meeting on January 22, 2004; and

WHEREAS, at the conclusion of the public meeting the Commissioners
voted to appoint (nominee) _____ to fill the vacancy, said
nominee having received the highest number of votes as indicated on the vote
tabulation attached as Exhibit A,
NOW, THEREFORE, _____ is selected as the appointee to
fill the vacancy in the Legislative Assembly, State Senate, District 25;

This Statement shall promptly be forwarded to the Secretary of State as
required by ORS 171. 060(3).

ADOPTED this 22nd day of January, 2004.

By:

Diane Linn, Chairperson
Multnomah County

Maria Rojo de Steffey, Commissioner
Multnomah County

Serena Cruz, Commissioner
Multnomah County

Lisa Naito, Commissioner
Multnomah County

Lonnie Roberts, Commissioner
Multnomah County

EXHIBIT A

VOTE TABULATION

In the matter of filling the vacancy in the Legislative Assembly, State Senate,
Twenty-Fifth District, the following votes were cast at the public meeting held on
January 22, 2004:

Multnomah County
Board of Commissioners

Nominee

Diane Linn,
Chairperson

Maria Rojo de Steffey,
Commissioner

Serena Cruz,
Commissioner

Lisa Naito,
Commissioner

Lonnie Roberts,
Commissioner

PERMANENT ADMINISTRATIVE RULES WITH THE SECRETARY OF STATE

RECEIVED

FEB 16 2 20 PM '93 February 16, 1993

I HEREBY CERTIFY that the attached copy is a true, full and correct copy of PERMANENT rule(s) adopted on:

by the Secretary of State (Department) Elections Division (Division) PHIL KEISLING SECRETARY OF STATE

to become effective Upon Filing (Date)

The within matter having come before the Secretary of State (Department) Elections Division (Division) after

all procedures having been in the required form and conducted in accordance with applicable statutes and rules and being fully advised in the premises:

Notice of Intended Action published in Secretary of State's Bulletin: NO [] YES [X] Date Published: February 1, 1993

NOW THEREFORE, IT IS HEREBY ORDERED THAT the following action be taken: (List Rule Number(s) or Rule Title(s) on Appropriate Lines Below)

Adopted: (New Total Rules) 165-10-060

Amended: (Existing Rules)

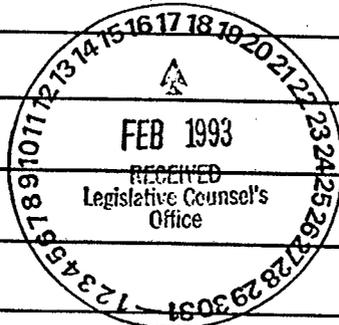
Repealed: (Total Rules Only)

as Administrative Rules of the Secretary of State (Department) Elections Division (Division)

DATED this 16th day of February, 19 93

By: Scott S. Tylke (Authorized Signer)

Title: Elections Division Manager



Statutory Authority ORS 249.200, 171.051, 171.060 or Chapter(s) or House Bill(s) 19 Legislature; or Senate Bill(s) 19

Subject Matter: Establishes procedures for conduct of meeting to fill vacancy in Legislative Assembly.

For Further Information Contact: Juanita Edwards Phone: 378-4144

BEFORE THE SECRETARY OF STATE
OF THE STATE OF OREGON

RECEIVED

FEB 16 2 20 PM '93

In the Matter of Adoption of a Rule,
165-10-060, Relating to Filling Vacancies
in the Legislative Assembly.

) STATUTORY AUTHORITY
) STATEMENT OF NEED,
) PRINCIPAL DOCUMENTS RELIED
) UPON AND FISCAL IMPACT

PHIL KEISLING

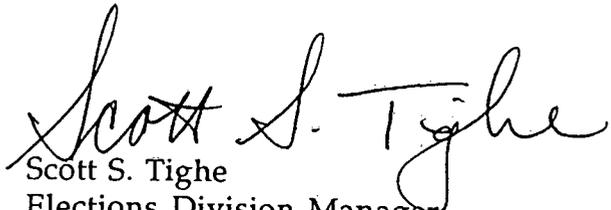
SECRETARY OF STATE

TO: ALL INTERESTED PARTIES

1. STATUTORY AUTHORITY: ORS 171.060(1)
2. STATEMENT OF NEED: ORS 171.060(1) requires Secretary of State to adopt a rule establishing procedures for the conduct of a meeting to fill a vacancy in the Legislative Assembly.
3. PRINCIPAL DOCUMENTS RELIED UPON: None
4. FISCAL IMPACT: None

DATED: February 16, 1993

Phil Keisling
Secretary of State

By: 
Scott S. Tighe
Elections Division Manager

DIVISION 10

PROCEDURE FOR CONDUCT OF MEETING TO FILL VACANCY IN LEGISLATIVE ASSEMBLY.

165-10-060 The following procedure has been adopted in accordance with ORS 171.060(1), which requires the Secretary of State to establish by rule procedures for conducting a meeting to fill a vacancy in the Legislative Assembly:

(1) A meeting of the members of the county governing body(ies) shall convene at the time designated by the Secretary of State.

(2) The chairperson conducting the meeting shall open the meeting and state the purpose of the meeting is to select, from a list of not fewer than three nor more than five nominees furnished by the Secretary of State, an appointee to fill a vacancy in the Legislative Assembly.

(3) Members of the county governing body eligible to vote on the selection are those physically or electronically present at the meeting, who are currently holding office by election or appointment.

(4) The county governing body(ies), in making its determination, may allot time for interviewing nominees and for other pertinent deliberations prior to voting.

(5) The vote shall be taken in a manner specified by a majority of those present and eligible to vote on the selection. The person receiving the highest number of votes shall be the appointee. However, in any case, the vote of each member of the governing body(ies) shall be recorded and included in the written statement required by ORS 171.060(3).

BCC ✓

FAX COVER SHEET

TO: MULTNOMAH CO. COMMISSIONERS DATE: 1/10/04

PH NO. _____ PAGES: 5

FAX NO. 503/988-3013

FROM: JOANN GOUNTS

PH NO. 503/492-7655

FAX NO. SAME

SUBJECT: RON SUNSERI APPOINTMENT

NOTE: PLEASE DISTRIBUTE.

THANK YOU!

**Diana Linn, Chair
Multnomah County Commissioner**

Fax: 503-988-3013

I recently attended the Senate District 25 Precinct Committee Meeting which was held to select a replacement for Senator John Minnis.

I considered it a pleasure and duty to be there.

Ron Sunseri, a Combat "Chopper" pilot in Vietnam, a highly successful businessman and one, who has proven to be a trusted and very knowledgeable servant in the Legislature, received the overwhelming vote of the Representatives there (23-4)

Mr Sunseri has committed himself to respect and serve the people of the District and the State. You as a County Commissioner have a responsibility to serve and respect the people of Senate District 25 - their choice has been made very clear - it is now your choice! Will you respect the will of the people?

Sincerely,



**Joann Younts
Precinct Committee Person
Senate District 25**

BCC ✓

FAX COVER SHEET

TO: MULTNOMAH CO. COMMISSIONERS DATE: 1/10/04

PH NO. _____

PAGES: 6

FAX NO. 503/988-3013

FROM: DICK YOUNTS

PH NO. 503/492-7655

FAX NO. _____

SUBJECT: THE VOICE OF THE PEOPLE RE: RON SUNSERI

NOTE: _____

PLEASE DISTRIBUTE.

THANK YOU!

**Diane Linn, Chair
Multnomah County Commissioner
501 SE Multnomah County Commissioner**

Fax: 503-988-3013

Though I am a Conservative, I respect people with opposing views.

Further, I respect the fact that you hold your current position as a Multnomah County Commissioner because you were voted into office by a majority of the voters.

For that very same and right reason, I ask you to respect the unanimous vote, the clear choice of the Precinct Committee People of Senate District 25, when they recently voted 23-4 for Ron Sunseri, to be our next Senator - to fill the vacated seat of John Minnis.

You were elected to respect and support the rights of the people - the people of Senate District have spoken clearly - please respect and support their choice, Ron Sunseri, to be their next Senator.

Thank you,



**Dick Yount
Precinct Committee Person
Senate District #25**

BCC ✓

January 10, 2004

Multnomah County Board of Commissioners:

Diane Linn, Chairman
Roso de Steffey, District 1
Serena Cruz, District 2
Lisa Naito, District 3
Lonnie Roberts, District 4

Dear Commissioners:

We urge you to vote for Ron Sunseri to fill the position in Sen. District 25 vacated by John Minnis.

Sunseri is very well qualified having served in the House as Representative for three terms.

We would appreciate your vote for him.

Yours truly,

Warren G. Howell
Christine Howell
Warren Howell
Christine Howell
29014 SE Lusted Rd.
Gresham, OR 97080

Elizabeth Callison
6039 SW Knightsbridge Drive
Portland, Oregon 97219

Multnomah County Commission Chairman Diane Linn and Commissioners Lonnie Roberts, Maria Roho-deSteffey, Lisa Naito and Serena Cruz
Multnomah County Commission Offices
Portland, Oregon

January 12, 2004

Dear Chairman Linn and Commissioners,

Please appoint Mr. Ron Sunseri to fill the vacancy for state senate recently held by John Minnis. This interim position needs to be filled by another Republican and it is your privilege to make the appointment. Mr. Sunseri served as a state representative in earlier years, is already familiar with many of the other officials in Salem, and would represent the interests of his East County district better than any other Republican party member.

Your appointment of Mr. Sunseri would likely have additional positive effects on relations between Multnomah County and the state legislature.
Thank you.

Yours truly,



Elizabeth Callison

January 12, 2004

Diane Linn
Multnomah County Commissioner
501 SE Hawthorne Blvd.
Portland, OR 97213

Dear County Commissioner :

Though I am not a resident of Senate District 25, I am aware of the recent vote of the Precinct Representatives of that District.

They overwhelmingly voted Ron Sumner (23-4) to fill the Senate seat vacated by Senator John Minnis.

I ask you to support the will of the people of that district and appoint Ron Sumner to fill the unexpired term of John Minnis.

Any other vote would violate the trust of the people of that District.

Thank you for doing the right thing?

Sincerely,

Kathy Winniford
824 NE Ashby Ct.
McMinnville, OR 97128

FLEET CONCEPTS

1049 SW Baseline #275
Hillsboro, OR 97123
Phone 800-933-5338 Fax 503-693-0902

Jan 12, 2004

Multnomah County Commissioners
501 SE Hawthorne Blvd
Portland, Oregon 97213

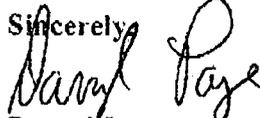
Dear Chairman Diane Linn,

Although I am not a resident of Senate District 25, I am aware of the recent vote of the Precinct Representatives of that District. The overwhelming vote was for Ron Sunseri (23-4) to fill the Senate seat vacated by Sen. John Minnis.

I ask that you support the will of the people of that District and appoint Ron Sunseri to fill the unexpired term of John Minnis.

Any other vote would violate the trust of the people of District 25.

Thank you for doing the right thing.

Sincerely,

Darryl Pape

Though I am not a resident of Senate District 25, I am aware of the recent vote of the Precinct Representatives of that District.

They overwhelmingly voted for Ron Sunseri (23-4) to fill the Senate seat vacated by Senator John Minnis.

I ask that you support the will of the people of that District and appoint Ron Sunseri to fill the unexpired term of John Minnis.

Any other vote would violate the trust of the people of that District.

Thank you, for doing the right thing!!

Bob Kennard

503-356-5957

BOGSTAD Deborah L

From: SOWLE Agnes
Sent: Tuesday, January 13, 2004 10:48 AM
To: BOGSTAD Deborah L
Subject: FW: John Lim

Deb, here is your answer. I asked Chris to call John Lim and give him this information as he called me and left me a message.

Agnes Sowle
Multnomah County Attorney
501 SE Hawthorne Blvd., Ste. 500
Portland, OR 97214
(503)988-3138

-----Original Message-----

From: CREAN Christopher D
Sent: Tuesday, January 13, 2004 10:27 AM
To: SOWLE Agnes
Subject: RE: John Lim

There is nothing in the statutes or rules that requires the BOC to meet and appoint a replacement within 10 days of the date the list of nominees is submitted to the Secretary of State. (ORS 171.051 and 171.060; OAR 165-010-0060.)

ORS 171.051 (2) provides that a vacancy "must be filled by appointment within 30 days after its occurrence." ORS 171.060 (1) then establishes the process for filling the vacancy. This process allows the local party officials up to 20 days to identify nominees and submit the list of names to the Secretary of State.

After the list has been submitted to the Secretary of State, ORS 171.060 (1) provides: "The Secretary of State shall set a time for the meeting of the county courts or boards of county commissioners in order to fill the vacancy and by rule shall establish procedures for the conduct of the meeting." Consequently, the BOC cannot by itself even set the date for selecting the replacement; that is done by the Secretary, presumably in cooperation with the affected BOC. I have not been in touch with the Secretary's office on the question of setting the date, I assume that communication is being coordinated by BOC staff.

Thus, ORS 171.051 (1) provides a window of time - 30 days - within which certain things must occur. ORS 171.060 (1) allows the local party as much as twenty days to develop a list of nominees and submit the list to the Secretary of State. The Secretary then sets a meeting of the BOC to make the appointment. If the local party officials submit the list to the Secretary in less than 20 days, any time remaining in the 30 day window is reserved to the BOC. Because the statutes allow the local party up to 20 days to identify the nominees, the BOC in that case would have only the remaining 10 days to make the appointment. This is probably where the notion of a 10-day limit arises. However, nothing in the statutes or rules prohibits the BOC from taking more time if the local party officials submit their list of nominees to the Secretary of State in less than 20 days, as long as the BOC does not exceed 30 days from the date the vacancy occurs.

Significantly, if the BOC does not appoint a replacement within 30 days, ORS 171.051 (3) provides: *If the appointing authority required by this section [BOC] to fill the vacancy does not do so within the time allowed, the Governor shall fill the vacancy by appointment within 10 days.* Accordingly, if the BOC fails to appoint someone within 30 days, the Governor will appoint the replacement and nothing in the statute limits the Governor to the nominees selected by the local party officials.

1/13/2004

I hope this is helpful. Let me know if there are additional questions.

- Chris

-----Original Message-----

From: SOWLE Agnes
Sent: Tuesday, January 13, 2004 6:32 AM
To: CREAN Christopher D
Subject: FW: John Lim

Chris, my reading is that the whole process can take no more than 30 days from the resignation (here Dec 31). Do you see anything requiring the board to act within 10 days of receipt of the names of nominees?

Agnes Sowle
Multnomah County Attorney
501 SE Hawthorne Blvd., Ste. 500
Portland, OR 97214
(503)988-3138

-----Original Message-----

From: BOGSTAD Deborah L
Sent: Monday, January 12, 2004 5:58 PM
To: SOWLE Agnes
Subject: John Lim

Agnes, John Lim called me this afternoon and admonished me that the Board only had 10 days from today to vote on the senate district 25 vacancy and wanted me to tell the Chair she was violating the law. I assured him that the County was not violating the law and that we were in compliance with State Law and the Secretary of State rules regarding filling the vacancy. He's going to want to hear it from you. His office number is 503 239-5200 and his cell number is 503 936-6371.

It probably wouldn't hurt to shoot an email to the Board too because Commissioner Roberts' office thinks there is a 10 day rule too. Brother!!!

Here are the docs I have prepared for next week's agenda packet. I was going to ask you to sign the resolution when I see you at the executive session.

Deb Bogstad, Board Clerk
Multnomah County Commissioners
501 SE Hawthorne Boulevard, Suite 600
Portland, Oregon 97214-3587
(503) 988-3277 phone
(503) 988-3013 fax
deborah.l.bogstad@co.multnomah.or.us
<http://www.co.multnomah.or.us/cc/index.shtml>

GARY & JOY BISBEE
2728 SE MYRTLEWOOD WAY
Gresham, OR 97080

January 13, 2004

To: DIANE LINN, CHAIR
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
501 SE HAWTHORNE
PORTLAND, OR 97214

Dear Diane,

We're asking you to consider the selection of Ron Sunseri to fill the vacancy in the Senate District 25. Those in that precinct have voted overwhelmingly for Ron to represent them by a vote of approximately 85%.

Ron has been elected to three terms as State Representative by those in east Multnomah County. He is well liked and supported by independent and a number of Democrats as well.

During his terms as Representative, he has served with distinction and has proven to be very effective and honorable.

We hope that you will consider Ron with genuine openness and respect, as the people in District 25 have done.

Sincerely,



V. Gary Bisbee



Joy R. Bisbee

TURNER ENGINEERING CO.

14333 NE Whitaker / PO Box 30178
Portland, OR 97204-3178
Tel. 503-252-8951 ~ Fax 503-253-2818
Email: tecoeng@integraonline.com

January 13, 2004

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

RE: Ron Sunseri, Senate District 25

Dear Commissioner Linn,

Please accept the selection of Ron Sunseri to fill the open position in Senate District 25. He has enjoyed the overwhelming support of the voters in East Multnomah county as our State Representative. He has won the support of both Republican and Democrat voters in his district.

Ron has served with distinction and conviction to serve those he represents. He has been overwhelmingly elected three terms, proving his acceptance in the district.

Please consider this request, even though most commissioners do not live in east Multnomah County, and respect our wishes as Republican voters representing District 25. Your objectivity will be greatly appreciated.

We have tremendous respect for Ron Sunseri, and would be honored to have him as our voice in the Senate.

Sincerely,

Mary Lou Denham
Purchasing Manager
Turner Engineering Co.

BCC ✓

BOGSTAD Deborah L

From: Rob Colclessor [robc@spiritone.com]
Sent: Wednesday, January 14, 2004 12:05 PM
To: BOGSTAD Deborah L
Subject: Senate vacancy

Commissioners: Diane Linn, Maria Rojo de Steffey, Serena Cruz, Lisa Naito, Lonnie Roberts.

Dear Commissioners;

We would ask that you appoint Ron Sunseri to fill the Senate seat vacated by John Minnis. Ron has sufficient experience having served 3 terms in the Oregon State Legislature. Ron also received the majority of votes at the district meeting, 23 of 27. Sincerely Robert L. and Donna M. Colclessor.

1/14/2004

FRANCIS MARTINEZ

PO BOX 1479

FAIRVIEW, OR 97024-1479

BCC ✓

January 16, 2004

Commissioner Diane Linn, Chair
Multnomah County 503-988-3013
501 SE Hawthorne
Portland, OR 97214

Commissioner Linn,

In the process of selecting nominees to serve the remaining term for the position of State Senator in Senate District 25, there is much to be considered. Your task, as was ours the committeewomen and committeemen of District 25, is not a easy one. My intent is to ask you to honor our preference in representation.

In addition to qualifications to serve, I placed a high importance on the experience of the individuals in light of the potential defeat of Measure 30. I believe we have presented some of our most capable and qualified citizens to represent the interest of the district and Multnomah County in the legislature.

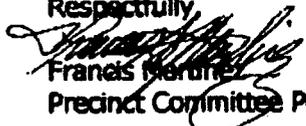
While each of the three candidates are worthy of your trust in serving us, there is one individual who stands out as the most suited to serve. That individual is former State Representative Ron Sunseri. Among an extensive list of reasons for this assertion, there is one characteristic that will make him a vital factor in the Special Session—Leadership.

As you are aware, perhaps the most critical issue to be faced by the Special Session will be education funding. This is a real "No Win" situation for whomever serves because of the difficult choices that will have to be made. Ron Sunseri's past leadership experience as Chairman of the House Education Committee, House Education Reform Review Committee, Family Law Judiciary Sub-Committee, and House Subcommittee on Family Law, has prepared him to work through the process without being worked over by the process; thus providing District 25, Multnomah County, and Oregon the best possible representation.

Ron, with the hands on experience of three legislative sessions, is our best nominee to ably move directly into legislative negotiations bringing balance between educational needs and funding. The clear advantage of Ron's appointment will be in reducing the ramp-up time necessary to bring the legislature up to speed.

Two of your members have served with Ron and although they may be divided with Ron on partisan and philosophical issues, I believe they can attest not only to his quality of legislative service but so too, his personal integrity and commitment to excellence in Oregon Education. When the votes from our first ballot in the nominating election were tallied, it was no surprise that Ron Sunseri received an overwhelming majority of votes cast. I hope you will favorably consider our preference and this request to submit Ron Sunseri's name to the governor as your recommended appointee to Senate Seat District 25.

Respectfully,


Francis Martinez

Precinct Committee Person

BCC ✓

To: Commissioner Diane Linn, Chair
From: Don and Rebecca Ekstrom

Soon it will be your responsibility to appoint a new Senator for District 25. Ron Sunseri has served this community well as State Representative for three terms. His knowledge of the issues and ability to articulate his position is an effective legislative tool. We believe Ron Sunseri is the right Senator for District 25.

We do not stand alone in this decision. We were impressed at the overwhelming support Ron received from the precinct people of Senate District 25. As previous precinct people, we know that they make these choices with great care and first hand knowledge of the candidates. Please honor their service to this community by supporting their vote to have Ron Sunseri as their Senator.

Thank you for your time.

FAX

BCC ✓

Date: 1/21/2004

From Charlie Sattgast
503-618-9794
503-667-5070 FAX

To Board Clerk

Total pages: 6 including cover

Please distribute these letters to the Appropriate County Commissioners.

Thanks you!

Charlie Sattgast

Charlie Sattgast

January 21, 2004

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

Dear Commissioner Linn,

I would respectfully request that you and the other County Commissioners concur with the appointment of Ron Sunseri to fill the vacated Senate seat in District 25. Ron is bipartisan in his views, has served faithfully in the legislature in the past, and is a reliable businessman who would be an asset in the Senate.

Please respect the wishes of the people who elected Ron Sunseri and appoint him to fill John Minnis' vacant seat.

Sincerely,



Charlie Sattgast

19421 SE Ash St.
Portland, Oregon 97233-5742

503/618-9794, 503/667-5070 FAX, charlie.sattgast@verizon.net

12045 SE Stanley Avenue
Milwaukie, Oregon 97222
Phone: 503-659-2323
Fax: 503-659-2766

**MILWAUKIE
CONVALESCENT &
RESIDENTIAL CARE CENTER**

Fax

To: Board Clerk From: _____

Fax: 503-988-3013 Date: 1/19/04

Phone: _____ Pages: 6 (includes this cover sheet)

Re: _____ CC: _____

Urgent For Review Please Comment Please Reply Please Recycle

•Comments:

See attached - please deliver.

Thank you

Facility Use Only: Please mark all that apply.

On MD order sheet Pharmacy Med/Tx Sheet Nurses Notes

Resident/Family informed Resident Care Plan updated

This facsimile message is privileged and confidential and is intended only for the named recipient. If you are not the intended recipient, or the person responsible to deliver it to the intended recipient, you are hereby advised that any dissemination, distribution, or copying of this communication is prohibited. If you have received this facsimile in error, please notify the sender immediately and destroy all materials received.

BCC ✓

Archie Word
13367 S. E. Evening Star Drive
Portland, OR 97236

January 16, 2004

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

Dear Commissioner Linn,

It seems like a majority of precinct people in Senate District 25 would like Ron Sunseri to fill their vacant position. I believe a vote of 23 to 4 would be considered a landslide or at least overwhelming majority in most instances. I'm asking you to agree with and to approve their choice and not to give them someone else when they have spoken so plainly.

Ron has served three terms as State Representative for the residents of east Multnomah County and has been supported by a goodly number of Democrats and independent voters.

I hope that you will consider this request with genuine objectivity your office should exercise in respecting the clear wishes of the Republican voters representing District 25. As an elected official, who is to represent the will of the constituency, it hardly seems right or fair to deprive the people of Senate District 25 of their overwhelming choice as demonstrated by the precinct people.

I don't think the following would be a good reelection advertisement for you.
"How will Commissioner Diane Linn respect your wishes as an elected official?
Commissioner Linn rejected the 85% majority vote of the Senate District 25 representatives and instead voted for the person SHE wanted for their senator."

Sincerely,


Archie Word

BCC ✓

RAYMOND and ELIZABETH DEWEY

1249 NE 26th Street
Gresham, OR 97030

January 20, 2004

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

Dear Commissioner Linn,

As residents of Senate District 25, we request the Multnomah County Board of Commissioners concur with selection of Mr. Ron Sunseri to fill the vacant Senate seat in District 25. We believe that Ron is highly qualified to fill this position and will represent the district very effectively.

As well as being highly qualified, Ron is familiar with the workings of the Oregon Legislature where he previously served as a state representative. He was an effective and diligent representative for those of us in east Multnomah County. Ron has been an independent businessman for many years and is fair and honest in all he does.

Based upon Ron Sunseri's quality character and honesty, his past experience in the Oregon Legislature, and his large support by the precinct people in Senate District 25, we urge the Board of Commissioners to respect the wishes of those who elected Ron and appoint him to fill the seat vacated by John Minnis.

Sincerely,

Raymond and Elizabeth Dewey

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

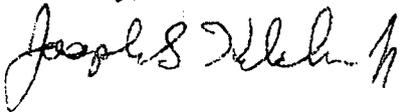
Dear Commissioner Diane Linn:

I'm sending this letter to ask that you appoint Ron Sunseri to fill the vacated position in Senate District 25. The electors overwhelmingly elected Ron over John Lim by a vote of 23 to 4.

Ron has been elected to three terms as State Representative by the residents of east Multnomah County. In winning and serving in this House District, Ron was supported by a considerable number of Democrats as well as independent voters.

During Ron's three terms as State Representative, he did a good job representing our district, and was a very effective legislator. Please respect the desires of the voters and appoint Ron Sunseri to the vacated position.

Sincerely,



Joseph S. Kelchner Jr.
1254 S.E. 30th Court
Troutdale, Or. 97060

Commissioners:

Maria Rojo de Steffey
Serena Cruz
Lisa Naito
Lonnie Roberts

Post-It Fax Note 7672

To: BOARD CLERK
Company:
Location:
Fax #: 503-988-3013
Comments:

No. of Pages: 1
Today's Date: 1-20-04 Time: 2:48 PM
From: Wm. F. Wegner
Company:
Location: 492
Fax #: 503-666-3118
Telephone #: 503-666-3659
Original Dispatch: Destroy Return Call for pickup

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

We respectfully request that you vote in favor of Ron Sunseri to fill the vacated senate seat in District 25.

He was elected to fill that position by a vote of 23 to 4 over John Linn, and was elected State Rep. in east Multnomah County for three terms.

Ron was effective, diligent and represented his constituents well. He also was supported by a considerable number of both Democrat and Independent voters.

Ron is an experienced businessman and would be an asset in the Senate.

We are asking the Board of Commissioners to respect the wishes of those who elected Ron and appoint him to fill the seat vacated by John Minnis.

Thank you.

William F. Wegner
Patricia A. Wegner

Wm. F. Wegner 1-20-04
Patricia A. Wegner 1-20-04

BCL ✓

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne
Portland, OR 97214

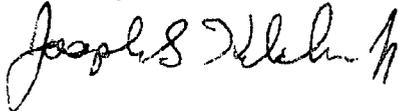
Dear Commissioner Diane Linn:

I'm sending this letter to ask that you appoint Ron Sunseri to fill the vacated position in Senate District 25. The electors overwhelmingly elected Ron over John Lim by a vote of 23 to 4.

Ron has been elected to three terms as State Representative by the residents of east Multnomah County. In winning and serving in this House District, Ron was supported by a considerable number of Democrats as well as independent voters.

During Ron's three terms as State Representative, he did a good job representing our district, and was a very effective legislator. Please respect the desires of the voters and appoint Ron Sunseri to the vacated position.

Sincerely,



Joseph S. Kelchner Jr.
1254 S.E. 30th Court
Troutdale, Or. 97060

Commissioners:

Maria Rojo de Steffey
Serena Cruz
Lisa Naito
Lonnie Roberts

BCCV

William R. Francis, Jr.
Nina M. Francis
675 SW 12th St.
Troutdale, OR 97060
(503) 674-9392

Fax

January 21, 2004

To: Each of the Individually named Multnomah County Commissioners, addressed in the attached letters. c/o Deborah Bogstad, Board Clerk	From: Mr. & Mrs. William R. Francis, Jr. 675 SW 12th St. Troutdale, OR 97060 Email: mr-mrs@ronina.net
Phone: 503-666-4942	Phone: 503-674-9392 (home)
Fax: 503-988-3013	503-450-8574 (work)
Re: Vacant Senate Seat	Pages: 6 (including cover page)

***** Do Not Send Return Faxes Without Calling First *****

Dear Deborah:

Attached are letters regarding the matter of filling the Senate seat vacated by John Minnis.
Please Distribute these letters to the Commissioners as addressed.

Regards.

Ron & Nina Francis

January 21, 2004

Commissioner Diane Linn, Chair
Multnomah County Board of Commissioners
501 SE Hawthorne Blvd, Suite 600
Portland, Oregon 97214

Dear Commissioner Linn:

It has come to my attention that there is some confusion and dispute over the Board's selection of someone to fill the Senate seat vacated by John Minnis. I am unsure why there is such a question in this matter, as I understand that the precinct people in SD 25 met on January 5th and voted by an overwhelming majority to have Ron Sunseri fill that position. I am writing to urge you to support the selection of Mr. Sunseri to fill this Senate seat.

In making your decision, please consider the following factors in addition to the aforementioned vote:

- Ron has been previously elected State Representative in east Multnomah County for three terms.
- He was effective, diligent, and consistently represented his constituents well.
- Ron enjoys the support of a considerable number of both Democrat and Independent voters.
- Ron is very experienced business man who would bring a wealth of assets to the Senate.

I believe after carefully considering this matter with these and other factors, it will be easy for you see that Ron Sunseri is an ideal choice to fill this vacant Senate seat. Your careful consideration of the will of the voters of Multnomah County is greatly appreciated.

Sincerely,

William R. Francis, Jr.

BOGSTAD Deborah L

From: FARRELL Delma D on behalf of BELL Iris D
Sent: Wednesday, January 21, 2004 1:56 PM
To: BOGSTAD Deborah L
Subject: FW: Procedure for voting for senatorial replacement

Deb – fyi --- Delm

-----Original Message-----

From: WALKER Gary R
Sent: Wednesday, January 21, 2004 10:43 AM
To: #ALL CHAIR'S OFFICE; #ALL DISTRICT 1; #ALL DISTRICT 2; #ALL DISTRICT 3; #ALL DISTRICT 4
Subject: Procedure for voting for senatorial replacement

We propose this language for procedural clarification and will present it prior to the discussion of the senatorial replacement tomorrow.

Here is an oral motion to have a second vote if there is a tie in the first ballot.

“There is no procedure in our board rules for voting on a senatorial replacement. I move that the candidate with the most votes is selected and that if two candidates tie for the most votes on the first ballot, we vote for those two candidates on a second ballot.”

There could be a tie in the second ballot if one of the commissioners is not present or abstains from voting.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25

The Multnomah County Board of Commissioners Finds:

- a. Effective December 31, 2003, there is a vacancy in Oregon State Senate, District 25 due to the resignation of State Senator John Minnis.
- b. Pursuant to state law, on Monday, January 5, 2004, the Republican Party Precinct Committeepersons in Oregon State Senate District 25 made nominations to fill the vacancy.
- c. The nominees chosen were: Ron Sunseri, John Lim and Ruth Hermance.
- d. In accordance with procedures established by the Secretary of State, the Multnomah County Board of Commissioners considered the nominations at a public meeting on Thursday, January 15, 2004.
- d. At the conclusion of the public meeting the Commissioners voted to appoint nominee _____ to fill the vacancy, said nominee having received the highest number of votes as indicated on the vote tabulation attached as **Exhibit A**.

The Multnomah County Board of Commissioners Resolves:

1. nominee _____ is selected as the appointee to fill the vacancy in the Legislative Assembly, Oregon State Senate District 25.
2. This Resolution shall promptly be forwarded to the Secretary of State as required by ORS 171.060(3).

ADOPTED this 22nd day of January, 2004.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn, Chair

Maria Rojo de Steffey, Commissioner District 1

Serena Cruz, Commissioner District 2

Lisa Naito, Commissioner District 3

Lonnie Roberts, Commissioner District 4

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Agnes Sowle, County Attorney

Exhibit A

VOTE TABULATION

In the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following votes were cast at the public meeting on Thursday, January 22, 2004:

BOARD OF COUNTY COMMISSIONERS FOR MULTNOMAH COUNTY, OREGON

NOMINEE

Diane M. Linn
Chair

Maria Rojo de Steffey
Commissioner District 1

Serena Cruz
Commissioner District 2

Lisa Naito
Commissioner District 3

Lonnie Roberts
Commissioner District 4

#1

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1-22-04

SUBJECT: Senate Appointment

AGENDA NUMBER OR TOPIC: Support of Sen. JOHN LIMM R-1

FOR: X AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: R.H. "Bob" PUNG SR

ADDRESS: 777 No. East 8th St

CITY/STATE/ZIP: Gresham

PHONE: DAYS: 503-491-9600

EVENINGS: _____

EMAIL: Bob.m.pung@clackamas.com

FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: Verbal

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#2

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: TESTIMONIAL FOR SEN. JOHN L M

AGENDA NUMBER OR TOPIC: R-1

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: BILL HAUGEN HAUGEN

ADDRESS: 580N W NORMAN

CITY/STATE/ZIP: GREYSTON, OR 97030

PHONE: _____ DAYS: 6653420 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

Bill Hougen

January 22, 2004

Madam Chair (*Diane Linn*) and members of the commission, I am honored to be here today to speak on behalf of Former Oregon State Senator John Lim. I believe he is the best choice to fill the remainder of the vacant senatorial term. I have known John Lim for over ten years. *I served as his Chief of Staff for two years. During that time I worked on legislation, prepared position papers, and correspondence, and arranged meetings and conferences for him.*

My name is Bill Hougen. I was born in Portland and have lived in Gresham most of my life. I spent 21 years as an officer in the United States Army. I am a businessman in Gresham now.

John Lim believes in the American Dream and is an excellent example of its success. He and his wife Grace worked tirelessly to develop several different successful businesses. His deep concern for the well-being of others also led him to become an outstanding civic leader. *He has always worked for the betterment of individuals and small local groups whether in office or out.*

John's concern for others includes education also. He established the John Lim Scholarship Foundation at Mt. Hood Community College for students in need. Scholarships to qualifying students have been awarded annually for about 15 years.

John Lim served two terms in Salem as an Oregon State Senator. At various times he served as Chair of the Trade and Economic Developments Committee, the Ways and Means Committee, Education Committee and Consumer Affairs Committee.

During the time I worked with John Lim I came to know him as a man who deeply cares for the concerns of his constituents. Anyone in his district could expect an answer to their inquiry within 24 hours. If a problem required an in-depth study, they were given an estimate of the time required. Complicated issues often required input from numerous state agencies and took weeks to resolve.

Through this work I learned that John is a sincere, friendly, direct, honest, hard-working man who has the best interests of his constituents foremost in mind. He has always had the insight to quickly go to the heart of a problem and direct a course of action that *would result in the best solution. John Lim is a Republican, but he is an independent thinker.* I have seen him give vigorous, unbiased representation and support to various East County constituents and groups regardless of their party affiliation.

John Lim is a devoted advocate of "Local Autonomy and International Relations". During the last three years John Lim has been much in demand as a local and international speaker on these topics. As a result of this, he received from the Republic of Korea their *second highest national award for his work in international relations.*

Bill Hougen

He knows and understands the Oregon State political and organizational structure. He is intimately familiar with the budget process and the legislative process. You will not need to experience a learning curve with him in Salem. He will be able to hit the ground running and will fill the remainder of this term with distinction.

I believe in John Lim and everything he stands for, otherwise I would not be here telling you about him today. This interim appointment is very important and needs the most qualified and experienced leader available. If Tax Measure 30 fails, there is a good chance the Governor may call a special session to resolve the Education Budget needs. A high-pressure event such as this needs a knowledgeable and experienced leadership to meaningfully deal with it.

I believe East County and the rest of Oregon State deserves your best choice to fill the term of Senator Minnis and that choice should be Former Senator John Lim. His appointment to the Oregon State Senate will be an asset not only locally, but also state-wide.

Thank you for your time and attention.

BALLOT

After due deliberation in the public meeting on Thursday, January 22, 2004 in the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following vote was cast:

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

NOMINEE

Maria Rojo de Steffey
Commissioner District 1



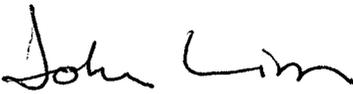
BALLOT

After due deliberation in the public meeting on Thursday, January 22, 2004 in the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following vote was cast:

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

NOMINEE


Serena Cruz
Commissioner District 2



BALLOT

After due deliberation in the public meeting on Thursday, January 22, 2004 in the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following vote was cast:

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

NOMINEE

Lisa Naito
Commissioner District 3

John Kim

BALLOT

After due deliberation in the public meeting on Thursday, January 22, 2004 in the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following vote was cast:

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

NOMINEE

Lonnie Roberts
Commissioner District 4

RON SANSENI

BALLOT

After due deliberation in the public meeting on Thursday, January 22, 2004 in the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following vote was cast:

**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**

NOMINEE

Diane M. Linn
Chair

John Lim

Lonnie Roberts
Multnomah County Commissioner
District 4



501 SE Hawthorne Boulevard, Suite 600
Portland, Oregon 97214
(503) 988-5213 phone
(503) 988-5262 fax
Email: lonnie.j.roberts@co.multnomah.or.us
www.co.multnomah.or.us/cc/ds4/

We were presented with a field of excellent candidates. Two of which have had previous legislative experience. On the first ballot I chose to vote for the candidate the Republican Committee had endorsed. I believe it is my responsibility to validate the process and respect those individuals who have worked hard selecting candidates for Senate seat 25.

I support the selection of John Lim, who has held this seat before. John will represent our district and his party well.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-005

Filling a Vacancy in the Legislative Assembly, Oregon State Senate, District 25

The Multnomah County Board of Commissioners Finds:

- a. Effective December 31, 2003, there is a vacancy in Oregon State Senate, District 25 due to the resignation of State Senator John Minnis.
- b. Pursuant to state law, on Monday, January 5, 2004, the Republican Party Precinct Committeepersons in Oregon State Senate District 25 made nominations to fill the vacancy.
- c. The nominees chosen were: Ron Sunseri, John Lim and Ruth Hermance.
- d. In accordance with procedures established by the Secretary of State, the Multnomah County Board of Commissioners considered the nominations at a public meeting on Thursday, January 15, 2004.
- d. At the conclusion of the public meeting the Commissioners voted to appoint John Lim to fill the vacancy, said nominee having received the highest number of votes as indicated on the vote tabulation attached as **Exhibit A**.

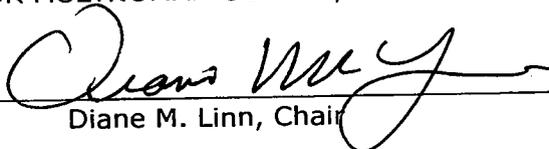
The Multnomah County Board of Commissioners Resolves:

1. John Lim is selected as the appointee to fill the vacancy in the Legislative Assembly, Oregon State Senate District 25.
2. This Resolution shall promptly be forwarded to the Secretary of State as required by ORS 171.060(3).

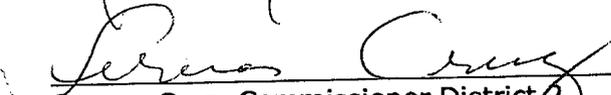
ADOPTED this 22nd day of January, 2004.

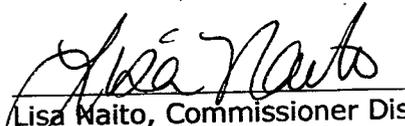


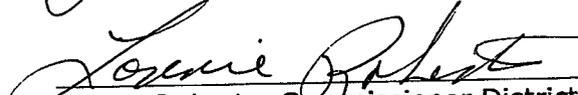
BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Diane M. Linn, Chair


Marja Rojo de Steffey, Commissioner District 1


Serena Cruz, Commissioner District 2


Lisa Maito, Commissioner District 3


Lonnie Roberts, Commissioner District 4

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

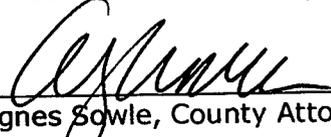
By 
Agnes Sowle, County Attorney

Exhibit A

VOTE TABULATION

In the matter of filling the vacancy in the Legislative Assembly, Oregon State Senate District 25, the following votes were cast at the public meeting on Thursday, January 22, 2004:

BOARD OF COUNTY COMMISSIONERS FOR MULTNOMAH COUNTY, OREGON

NOMINEE

Diane M. Linn
Chair

John Lim

Maria Rojo de Steffey
Commissioner District 1

John Lim

Serena Cruz
Commissioner District 2

John Lim

Lisa Naito
Commissioner District 3

John Lim

Lonnie Roberts
Commissioner District 4

Ron Sunseri

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-2

Est. Start Time: 10:00 AM

Date Submitted: 01/14/04

Requested Date: January 22, 2004

Time Requested: 20 mins

Department: Non-Departmental

Division: Chair's Office

Contact/s: Rebecca Uherbelau

Phone: 503 988-3308

Ext.: 85273

I/O Address: 503/600

Presenters: Chair Diane Linn

Agenda Title: Board Consideration of a RESOLUTION in Support of Ballot Measure 30

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

1. What action are you requesting from the Board? What is the department/agency recommendation?

Adoption of resolution supporting Ballot Measure 30, the State's balanced budget proposal.

2. Please provide sufficient background information for the Board and the public to understand this issue.

The 2003 Oregon Legislative Assembly enacted a revenue package that would balance the 2003-05 State budget. Opponents of the revenue package have successfully referred it to Oregon voters by petition, and it will appear as Measure 30 at the Feb. 3, 2004, special election. The Oregon Legislature also adopted House Bill 5077, cutting appropriations to vital state funded programs that would go into effect if Ballot Measure 30 fails. These cuts may result in loss or federal funds and could leave Oregonians with inadequate systems to intervene in cases of substance abuse, mental illness and crime and eliminate many prevention and treatment services.

Voter rejection of Measure 30 would result in a significant reduction of state school funding and cuts to vital state funded programs by implementation of HB 5077. Support of the 2003 Legislature's bi-partisan revenue package is necessary to balance the 2003-05 State budget, to provide needed funds to operate K-12 public schools in 2004-05 and beyond and to prevent additional cuts to vital state funded programs.

Passage of Ballot Measure 30 will allow Multnomah County to provide local tax relief to Multnomah County taxpayers. Multnomah County taxpayers could see their local tax obligation reduced by approximately 22 percent over the life of the three-year, temporary, personal income tax.

3. Explain the fiscal impact (current year and ongoing).

N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain:

- ❖ **What revenue is being changed and why?**
- ❖ **What budgets are increased/decreased?**
- ❖ **What do the changes accomplish?**
- ❖ **Do any personnel actions result from this budget modification? Explain.**
- ❖ **Is the revenue one-time-only in nature?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**

NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)

If a contingency request, explain:

- ❖ **Why was the expenditure not included in the annual budget process?**
- ❖ **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
- ❖ **Why are no other department/agency fund sources available?**
- ❖ **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.**
- ❖ **Has this request been made before? When? What was the outcome?**

If grant application/notice of intent, explain:

- ❖ **Who is the granting agency?**
- ❖ **Specify grant requirements and goals.**
- ❖ **Explain grant funding detail – is this a one time only or long term commitment?**
- ❖ **What are the estimated filing timelines?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**
- ❖ **How will the county indirect and departmental overhead costs be covered?**

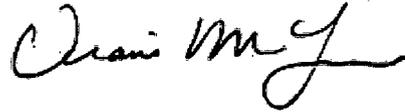
4. Explain any legal and/or policy issues.

N/A

5. Explain any citizen and/or other government participation that has or will take place.

Oregonians will vote on Measure 30 at the Feb. 3, 2004, special election

Required Signatures:



Department/Agency Director:

Date: 01/14/04

Budget Analyst

By:

Date:

Dept/Countywide HR

By:

Date:

BOGSTAD Deborah L

From: SOWLE Agnes
Sent: Thursday, January 15, 2004 3:34 PM
To: #MULTNOMAH COUNTY ALL EMPLOYEES
Subject: Elections Law Reminder

With Measure 30 on the ballot for the February 3, 2004, election, it is time to review election law requirements for county officials and employees.

A publication entitled "Elections & Public Employees" is located on the County Attorney web page. It contains a link to "Restrictions on Political Campaigning by Public Employees," February 1, 2000, from the Secretary of State, Bill Bradbury. Please review this material and make it available to others in your office and department. Click on the following link for quick access to the publication.

<http://mint.co.multnomah.or.us/counsel/ELECTION%20LAW-07-2002r.htm>

Executive Order 211 (11/16/93) requires Chair approval of county publications relating to, or touching on the subject of, a measure on the ballot. This allows review to assure legality, non-advocacy, accuracy and clarity. Approval is required before a publication is printed or distributed

Please feel free to contact me if you have any questions or you would like additional information.

Agnes Sowle
Multnomah County Attorney
501 SE Hawthorne Blvd., Ste. 500
Portland, OR 97214
(503)988-3138

1/15/2004



MULTNOMAH COUNTY ATTORNEY

TO: Elected County Officials; Department Managers; County Employees

FROM: Thomas Sponsler, County Attorney

RE: Election Law Reminders

As the Secretary of State certifies measures for the November 5, 2002 general election, it is time to review election law requirements for county officials and employees.

My "Elections & Public Employees" summary memo follows. Here is a link (underlined text) to "Restrictions on Political Campaigning by Public Employees," (.pdf file) at Secretary of State, Bill Bradbury's website. Please review this material and make it available to others in your office and department.

Executive Order 211 (11/16/93) requires Chair approval of county publications relating to, or touching on the subject of, a measure on the ballot. This allows review to assure legality, non-advocacy, accuracy and clarity. Approval is required before a publication is printed or distributed.

Please feel free to contact me if you have any questions or you would like additional information.



July 2002
ELECTIONS & PUBLIC EMPLOYEES



1. Introduction. As another election approaches, county officials and employees again need information about participation in political campaigns. This memo provides an overview of state election law. That law governs the conduct of public employees on the job, and restricts use of public resources in the political process.

2. Restrictions on political campaigning by public employees (ORS 260.432).

a. Political activities of public employees:

ORS 260.432(1) and (2) prohibit public employees from promoting or opposing any initiative referendum or recall petition, ballot measure or candidate "while on the job during working hours." This prohibition does not apply to elected public officials. Preparation of materials to support or oppose a candidate or measure, and the distribution of such materials during regular working hours is not allowed. As part of their job, public employees may only provide impartial, factual information related to a candidate or measure.

A public employer or other person (including elected officials) may not ask or direct public employees to prepare or distribute information that supports or opposes a candidate or measure. Public employees may not collect funds or distribute correspondence for political action committees on their work time. Public employees may be involved in campaign activities during off-duty hours, such as evenings and weekends, and during lunch hours and breaks. If public employees make informational speeches about a ballot measure or candidate during work hours or in their "official capacity," they must make sure the speech is not advocacy.

b. Concerns about written material relating to measures:

Written material prepared or distributed by public employees must be impartial. "Impartial" means equitable, fair, unbiased and dispassionate. The material needs to contain a balance of factual information. Written material cannot lead voters to support or oppose a candidate or measure by selective use of factual material, even if the material does not expressly urge a particular result. The material will be considered advocacy if, taken as a whole, it is clearly intended to generate votes for or against a candidate or measure. If public employees provide services that support a candidate or measure, they may violate ORS 260.432. Factors considered in making the determination of whether material is advocacy include the following:

1. Timing;
2. Balance of factual information;
3. Overall impression;
4. Statements as to the possible favorable (or unfavorable) effects;
5. dispassionate rather than enthusiastic;
6. Headings, etc. should not lend a positive (or negative) tone;
7. Quotes used should not all be favorable or unfavorable;
8. Information about how to contact the supporting or opposing PAC;
9. Must not explicitly urge a yes or no vote.

3. Undue influence to affect registration, voting, candidacy; solicitation of money or other benefits (ORS 260.665).

"(1) As used in this section, "undue influence" means force, violence, restraint or the threat of it, inflicting injury, damage, harm, loss of employment or other loss of the threat of it, fraud or giving or promising to give money, employment or other thing of value.

"(2) No person, acting either alone or with or through any other person, shall directly or indirectly subject any person to undue influence with the intent to induce any person to:

"(c) Register or vote in any particular manner;

"(f) Render or refrain from rendering services to any candidate, political party or political committee;

4. Public official expending money in excess of amount or for different purpose unlawful; civil liability (ORS 294.100).

"(1) It is unlawful for any public official to expend any money in excess of the amounts, or for any other or different purpose than provided by law.

"(2) Any public official who expends any public money in excess of the amounts, or for any other or different purpose or purposes than authorized by law, shall be civilly liable .

..."

5. Conclusion

The rules governing public employee conduct relating to political campaigns are fairly easy to state. They are often difficult to apply to specific situations. If you have questions about the application of these rules to the conduct of any county employee or elected official, please contact the Office of County Attorney for advice.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Supporting Ballot Measure 30

The Multnomah County Board of Commissioners Finds:

- a. Vital services for Oregonians are most important in times of a poor economy, and we have created a system of care upon which some Oregonians depend.
- b. Local governments are major providers of these services for the State of Oregon, including public safety, human services, and support for community development.
- c. Oregon's county governments are the Mental Health Authorities and Public Health Authorities for their communities as defined in Oregon statute and provide the entry points – through county jails – for the entire state's corrections systems.
- d. The Oregon Legislature has enacted a balanced budget proposal to address the state funding shortfall and provide resources for fundamental, basic, public services.
- e. Elements of the balanced budget proposal have been referred to the voters and will appear as Measure 30 on the February 3, 2004 ballot.
- f. The Oregon Legislature has adopted House Bill 5077, cutting appropriations, that will go into effect if Ballot Measure 30 fails. HB 5077 outlines additional cuts to vital state funded programs and may result in a corresponding loss of the ability to leverage federal funds.
- g. Failure of Ballot Measure 30 would result in a significant reduction of state school funding.
- h. It is assumed that the newly elected Oregon Legislature and Governor will follow through with implementation of HB 5077 or will implement a revised funding and service cut approach.
- i. Cuts resulting from failure of Ballot Measure 30 could leave Oregonians with inadequate systems to intervene in cases of substance abuse, mental illness and crime and eliminate many prevention and treatment services.
- j. Passage of Ballot Measure 30 will allow Multnomah County to provide local tax relief to Multnomah County taxpayers. Multnomah County taxpayers could see their local tax obligation reduced by approximately 22 percent over the life of the three-year, temporary, personal income tax.

The Multnomah County Board of Commissioners Resolves:

The Multnomah County Board of Commissioners supports passage of Ballot Measure 30, the State's balanced budget proposal, in order to keep vital public services functioning, including public safety and human services, to support community development and to reduce the local tax burden for Multnomah County tax payers.

ADOPTED this 22nd day of January, 2004.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Agnes Sowle, County Attorney

#1

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: Measure 30

AGENDA NUMBER OR TOPIC: R-2

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: Yvonne Schutt

ADDRESS: 4080 SE 10th DR.

CITY/STATE/ZIP: Gresham

PHONE: DAYS: 503-988-5140 EVES: 503-~~988~~-1168

EMAIL: Kydb.schutt@ FAX: _____

SPECIFIC ISSUES: Version not deposited personally & professionally

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

Selected Stories of Impact to Measure 30

There are at least seven men scheduled for release who will have no access to treatment if the upcoming election does not support mental health and chemical dependency treatment programs. They will not get medications which are one of the primary resources for staying out of the hospital or jail. Incarcerations and hospitalizations cost considerably more than medications and treatment programs. Without the access to mental health services we will not be able to keep them in the community. We live in a beautiful community, but the picture of mentally ill people acting out on the streets of the city is not a picture that one could describe as beautiful.

I am the Discharge Planner for the Mental Health dorms at Inverness Jail. Every week I see the results when a person with mental illness stops taking medication. When we have these people stabilized and willing to take medications, it's a shame on the community that there is no way for them to get those medicines. The mental health programs cannot function without funding, so many of these mentally ill persons are out of the system.

These men are homeless as well. Transitional housing is all that's available for them. I have heard so many times how difficult a time these guys have in just trying to stay warm and dry. Then without the help for their medical problem, they are left to the misery of the disorder without relief.

How foolish it is to use the most costly resources to deal with a situation.

The case of a 37 year old man diagnosed with Bipolar 1 type disorder comes to mind. He has no resources at this time and will have no way of getting services, ie. medications, case management and chemical dependency treatment for his co-occurring illness. He is homeless and a difficult person to deal with when he stops taking prescribed medications. He has an illness and needs treatment. The fact that it is a mental illness may exclude him!

Derek is on OHP plus and get medications that are expensive > \$150.00/mo which might not be covered; he is on SSI & SSD so his income is very limited. If Derek is unable to get the medication he needs, then we are looking at bed wetting almost every night. Do you have any idea what it is like to have a grown young man (25 yrs old) with bladder issues severely

wet nightly? We have tried using undergarments at night, but this has a negative impact on Derek's functioning and self-esteem.

Brian is on OHP Standard, his anxiety impacts his functioning, working etc, and if measure 30 is defeated he will be without antidepressant medication that costs \$170.00/mo. We are trying to taper him off the antidepressants, but he is struggling as the sign/symptoms he experiences often impair his functioning.

If this measure is defeated I am looking at only one alternative and that is the cost of these medication will come directly out of my pocket. While I am working adding more than \$300.00 a month to my budget is a financial strain. The effects of limited or no health insurance severely impacts patients and their families.

Additionally as we see health care decline and insurance nonexistent the impact to our homeless population is greatly impaired. Working at St. Francis in the Outreach Clinic is a real eye opener to the needs of a population that struggles with survival. The more cuts to health care, the greater the number of patients we serve in the Outreach Clinic. The severity and number of medical, as well as mental health issues brought to the Outreach Clinic has increased. On an average day this winter, Dr. Thayer, myself, and our health assistant saw seventeen or more clients in an afternoon clinic at St. Francis. This number will grow if health care benefits are cut.

As a nurse working for the county, and as a mother trying to advocate for my sons, I think it is deplorable that we cannot adequately fund health care coverage.

Dear Vanetta. This is Kelly Goodman, one of the social workers at Westside. I hope this gets to you as it's the first time I've attempted to send e-mail from home. Kim asked some of us to e-mail you stories of clients concerning how we think they'll be impacted by measure 30 not passing. We're being told that all the folks who have OHP + will go standard and all the standards will lose all coverage, including script coverage. Wouldn't this mean that there would be pretty much no community mental health support/prescribing nor alcohol and drug treatment? I saw what happened to the clients who lost these services last winter. And the ones who temporarily lost script coverage, and those who lost it permanently (those who became disabled with a work

history =SSD (soc.sec. disability). Most of them get Medicare which doesn't cover scripts or drug and alcohol treatment of community mental health. Many of them were and are still in crisis. Many had been in the community mental health sys. for years. In the past I worked for Cascadia doing intensive case management. I know from personal experience that for many of these folks community mental health and their case manager is the only "family" of link to their community that they have. Without any support, many start to isolate even more, become depressed...psychotic. especially if they can't get their medications. For years people have tried to convince them to take their meds. and now they can't even get them. Many are not capable of accessing drug assistant programs either. Either they don't know they exist, or they're not organized enough (mentally/emotionally) to access them and gather the necessary documentation. Even if they are able to do all this, they still have to wait 6 to 8 weeks before the medicines arrive. Most people will seriously decompensate being off their medications for that long, not to mention potential physical withdrawal that comes with sudden stoppage of all kinds of meds. (not just narcs and benzos)

I also coordinate four medical respite beds at the Taft Residence (a residential care facility that almost closed with the last cuts) the beds are grant funded and are for homeless folks, usually being discharged from hospitals who need to be inside to heal. Often they are set up with home health nurses to do dressing changes etc. (I get calls from the hospitals and community almost daily and most often do not have an available bed). Right now we have a man with unstable diabetes and severe psoriasis (sp?). The other social worker at Westside (Sharlene) and I are trying to help him get into the limited housing available for disabled where no income is required. This type of housing is off limits to many due to felonies, evictions and bad credit...but it has been a life saver for many. The applications are very detailed and documentation of disabilities is required. Most folks would be unable to access such housing without the help of a case manager or social worker. A lot of the patients at Westside have never officially been evaluated for a mental health disability. Without any coverage our capacity to serve the large number of homeless who need assistance with mental health, addictions and housing will be limited. We are already maxed out with the Medicare folks who started coming to their PCPs to get their psyc. meds. prescribed with the last round of cuts. Our psyc. nurse prac. (Hedden) is already booked out through Feb. and our 85 yr. old volunteer psychiatrist is trying to take on more than he intended (due to the high need/demand). These are clients that are seeking help. There are many more I believe who

will stay home and deteriorate, or try to access services, meet barriers, and give up.

At the Taft we also have 2 men with cancer (one probably terminal). He came to us with no insurance. We were able to refer him to OHSU, but only obtained a diag. test (without insurance after his Doc. at our clinic called and advocated). He was eligible for insurance. Again in Jan. he lost it for six months due to inability to pay premiums, as many of our clients have, loss of script coverage and med. access. I believe we're the only clinic in town where you can be billed for visits and scripts, but without coverage not all meds. are available at our pharm. Since this client got his insurance back he has had several (costly I assume) procedures done and it looks like they are considering surgery. Without coverage I don't believe these tests would've been done and he would most likely die much sooner or period. We had another pt. last year who was dying of bone cancer. We kept him much longer than we should have because it took him so long to get General Assistance (which was done away with budget cuts). He had to go to a nasty SRO (single room occupancy) before finally getting into his own apt. to die shortly after.

Many of the folks who come to us at the Taft have drug and alcohol issues. Often due to the serious impact it is having on their health, it's often the first time in their lives that they're willing to seek treatment. Before last years budget cuts, I could get them an asses. and transitional housing through PAHC/CCC within days. Now a client has to have plus and/or choose PAHC as their primary health care clinic before they can access such services. and the assessments require much longer waits. Folks with addictions need to be able to access help when they are finally ready...not weeks later. by then most will have already relapsed and end up in the ERs again. Same with the folks who never make it to a respite bed. They are either discharged to a hotel (for a week) or to the street/shelter (where they have to leave very early in the am and can't return until the eve.) With out adequate support and medical access they keep showing up in the ERs and hospitals, which we all know is very expensive.

Here's a Taft success story: long term homeless alcoholic. child hood history of extreme abuse. Hearing voices (but didn't tell anyone until later). He got medical treatment and meds. via our clinic for his foot infection (wet boots, poor self care). I got him on shelter (TPI) and housing wait lists (the shortest wait I've seen is two months, usually at least 4). We call the shelter wait list weekly. It takes at least 8 weeks to get into TPI (the only shelter I know of where one doesn't have to leave during the day). He accessed a mental health Cascadia worker there and we set him up with our volunteer

psychiatrist who got him on meds. for his voices and depression. Found out he was suicidal and had plans. (Many have increased psyc. systems when they sober up). I met with him weekly for support and to work on housing. He's now finally in his own apartment and continues to meet with Dr. Taylor and me. He's hanging in there and had 7 months sober.

In closing let me say that many many people will suffer greatly if they lose medical, script, mental health and drug and alcohol services. I didn't even touch on methadone. Thanks for asking for these stories, Kelly.

#2

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: MEASURE 30

AGENDA NUMBER OR TOPIC: R2

FOR: AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: WHITNEY B. BARRY

ADDRESS: 5110 SE 7TH AVE

CITY/STATE/ZIP: PORTLAND OR 97206

PHONE: DAYS: 503 744 3915 EVES: None

EMAIL: N/A FAX: N/A

SPECIFIC ISSUE: MENTAL HEALTH BENEFITS

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#3

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1.27.04

SUBJECT: Ballot Measure 30

AGENDA NUMBER OR TOPIC: R2

FOR: AGAINST: THE ABOVE AGENDA ITEM

NAME: Wiz Yoshinaka

ADDRESS: 2814 SE 25th

CITY/STATE/ZIP: Portland 97202

PHONE: DAYS: 503-236-0155 EVES: same

EMAIL: Ehyndx@rd.com FAX: _____

SPECIFIC ISSUE: Impact of Measure on uninsured
county residents

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#24

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: JAN 22, '04

SUBJECT: MEAS 30 SUPPORT

AGENDA NUMBER OR TOPIC: MEAS 30 R-2

FOR: AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: JAY THIEMEYER

ADDRESS: 2105 SE POWELL BLVD, 406

CITY/STATE/ZIP: PORTLAND, OR 97202

PHONE: DAYS: 503 236 0223 EVES: SAME

EMAIL: JAYTHIEMEYER@YAHOO.COM FAX: _____

SPECIFIC ISSUE: support for passage of Meas 30 - City Commission endorsement

WRITTEN TESTIMONY: effect of cuts

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#5

I will appear with Ozzie Kelly + Alan Malature + Erick Montgomery

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: _____

SUBJECT: Measure 30 and potential cuts to
Dept. of Community Justice Linda Learning Center

AGENDA NUMBER OR TOPIC: M-30

FOR: AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: Carole Scholl

ADDRESS: Linda Learning Center 421 SW 5th

CITY/STATE/ZIP: PDX 97204

PHONE: _____ DAYS: 988 3136 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

(*)

This is a large group who have appointed speakers
#6 s. #7

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1-22-04

SUBJECT: Measure 30 and the Lander Learning Center and cuts to Department of Community Justice programs

AGENDA NUMBER OR TOPIC: M-30

(*)

FOR: X AGAINST: _____ THE ABOVE AGENDA ITEM
NAME: Alan Malaterre + Eric Montgomery VOA Residential Treatment Center
ADDRESS: _____ (~~Penas~~)

CITY/STATE/ZIP: _____ (~~WA~~)

PHONE: _____ DAYS: 503 335 8611 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: worried about program cuts to Department of Community Justice programs including Lander Learning Center
WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#8

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 01-22-04

SUBJECT: loss of mental Health Coverage

AGENDA NUMBER OR TOPIC: Loss OHP plus

FOR: _____ AGAINST: X THE ABOVE AGENDA ITEM

NAME: Tyrone A Williamson

ADDRESS: 2908 ne Killingsworth

CITY/STATE/ZIP: Portland Oregon

PHONE: _____ DAYS: 503-504-0632 EVES: same

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: I lose my OHP plus on Feb 1st due

to the fact that I am on SSD instead of SSI cant even buy
insurance fro
OHP

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#9

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: Voting Yes for Measure 30

AGENDA NUMBER OR TOPIC: _____

FOR: _____ AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: LAURA ROHOIT

ADDRESS: 4117 S.E. DIVISION

CITY/STATE/ZIP: PORTLAND OR 97206

PHONE: _____ DAYS: _____ EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#10

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 11/22/04

SUBJECT: VOTING YES FOR MEASURE 30

AGENDA NUMBER OR TOPIC: CUTTING BACK ON MENTAL HEALTH SERVICES

FOR: _____ AGAINST: THE ABOVE AGENDA ITEM

NAME: PHYLLIS HAREHOLD

ADDRESS: 8027 SE 49th AVE

CITY/STATE/ZIP: POX ORE 97206-0824

PHONE: DAYS: 503-788-1320 EVES: ~~503~~

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: MENTAL HEALTH SERVICES

WRITTEN TESTIMONY: I would lose my counselor

my

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#11,

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1-22-09

SUBJECT: funding for Londer Learning Center and
Department of Community Justice

AGENDA NUMBER OR TOPIC: Measure 30

FOR: X AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: Ozzie Kelly

ADDRESS: 3225 SE Alder Ct #3

CITY/STATE/ZIP: _____

PHONE: DAYS: 503 232-7685

EVENINGS: _____

EMAIL: _____

FAX: _____

SPECIFIC ISSUE: worried about program cuts to Department
of Community Justice programs

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#12

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: Measure 30

AGENDA NUMBER OR TOPIC: 30 medicaid

FOR: / AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: Hayden Stephens

ADDRESS: 7003 SE Woodstack

CITY/STATE/ZIP: Port

PHONE: _____ DAYS: 788-6324 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: I believe it is self evident that
measure 30 to be passed

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

#13

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 1/22/04

SUBJECT: Resolution in Support of Measure 30

AGENDA NUMBER OR TOPIC: R-2

FOR: AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: John Holmes

ADDRESS: 524 NE 52nd Ave.

CITY/STATE/ZIP: Portland

PHONE: _____ DAYS: 9-5 M-F EVES: _____

EMAIL: jholmes@nami.org FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: _____

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-006

Supporting Ballot Measure 30

The Multnomah County Board of Commissioners Finds:

- a. Vital services for Oregonians are most important in times of a poor economy, and we have created a system of care upon which some Oregonians depend.
- b. Local governments are major providers of these services for the State of Oregon, including public safety, human services, and support for community development.
- c. Oregon's county governments are the Mental Health Authorities and Public Health Authorities for their communities as defined in Oregon statute and provide the entry points – through county jails – for the entire state's corrections systems.
- d. The Oregon Legislature has enacted a balanced budget proposal to address the state funding shortfall and provide resources for fundamental, basic, public services.
- e. Elements of the balanced budget proposal have been referred to the voters and will appear as Measure 30 on the February 3, 2004 ballot.
- f. The Oregon Legislature has adopted House Bill 5077, cutting appropriations, that will go into effect if Ballot Measure 30 fails. HB 5077 outlines additional cuts to vital state funded programs and may result in a corresponding loss of the ability to leverage federal funds.
- g. Failure of Ballot Measure 30 would result in a significant reduction of state school funding.
- h. It is assumed that the newly elected Oregon Legislature and Governor will follow through with implementation of HB 5077 or will implement a revised funding and service cut approach.
- i. Cuts resulting from failure of Ballot Measure 30 could leave Oregonians with inadequate systems to intervene in cases of substance abuse, mental illness and crime and eliminate many prevention and treatment services.
- j. Passage of Ballot Measure 30 will allow Multnomah County to provide local tax relief to Multnomah County taxpayers. Multnomah County taxpayers could see their local tax obligation reduced by approximately 22 percent over the life of the three-year, temporary, personal income tax.

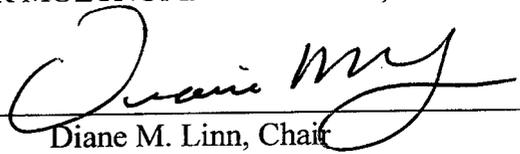
The Multnomah County Board of Commissioners Resolves:

The Multnomah County Board of Commissioners supports passage of Ballot Measure 30, the State's balanced budget proposal, in order to keep vital public services functioning, including public safety and human services, to support community development and to reduce the local tax burden for Multnomah County tax payers.

ADOPTED this 22nd day of January, 2004.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Agnes Sowle, County Attorney

BOGSTAD Deborah L

From: BOGSTAD Deborah L
Sent: Thursday, January 22, 2004 2:02 PM
To: MATTIODA Gina M; ABDELLATIF Vanetta M; MANHAS Sonia X; WALDMAN Pamela S
Cc: SODEN Stephanie A
Subject: RE: talking about measure 30



04-006.pdf (191 KB) 04-006.doc (45 KB)

I am attaching Resolution 04-006 unanimously adopted by the Board this morning. The text is posted to the adopted documents on the web @ <http://www2.co.multnomah.or.us/boardclerk/>
This morning's meeting is available to view @ <http://www.co.multnomah.or.us/cc/pastmeetings.shtml>

Deb Bogstad, Board Clerk
Multnomah County Commissioners
501 SE Hawthorne Boulevard, Suite 600
Portland, Oregon 97214-3587
(503) 988-3277 phone
(503) 988-3013 fax
deborah.l.bogstad@co.multnomah.or.us
<http://www.co.multnomah.or.us/cc/index.shtml>

-----Original Message-----

From: MATTIODA Gina M
Sent: Thursday, January 22, 2004 11:18 AM
To: ABDELLATIF Vanetta M; MANHAS Sonia X; WALDMAN Pamela S
Cc: SODEN Stephanie A; BOGSTAD Deborah L
Subject: RE: talking about measure 30

Attached are the talking points for ballot measure 30 that I mentioned yesterday. These talking points were prepared by the Public Affairs Office (PAO) for us to use with the media. I believe elements of these talking points will assist you.

This morning the Board of County Commissioner adopted a resolution in support of ballot measure 30. It is the intent of Board Clerk Deb Bogstad to have the resolution on the county web site by the end of today.

Gina Mattioda
Director, Public Affairs Office
501 SE Hawthorne Blvd., Suite 600
Portland, Oregon 97214
phone: 503.988.5766
fax: 503.988.6801
cell phone: 503.708.5692
email: gina.m.mattioda@co.multnomah.or.us

-----Original Message-----

From: WALDMAN Pamela S
Sent: Wednesday, January 21, 2004 10:08 AM
To: MATTIODA Gina M
Cc: ABDELLATIF Vanetta M; MANHAS Sonia X
Subject: RE: talking about measure 30
Importance: High

Hi Gina. Vanetta is in Salem today so I am responding. Yes, we would like to see the talking points you mention, as well as the resolution. We also need to know from you whether one or both of those are approved for us to share in some fashion (posting, talking about, handing out, etc.) with our clients. So, please let us know that too.

Thanks so much. Pam W.

-----Original Message-----

From: MATTIODA Gina M
Sent: Wednesday, January 21, 2004 6:40 AM
To: ABDELLATIF Vanetta M
Cc: MANHAS Sonia X; WALDMAN Pamela S; gina.m.mattioda@co.multnomah.or.us; SODEN Stephanie A
Subject: RE: talking about measure 30

Hi Vannetta,

I know that Pam has some emails into me about a similar request/question(s). The only document that PAO has developed that may meet your needs would be our talking points. I am more than happy to share that document, if you think it would be helpful.

On Thursday the BCC will be discussing a resolution in support of Ballot Measure 30; perhaps that document would be of better use. Please know that neither of these documents will have detailed impact information.

Let me know your thoughts and I will get you the information. Gina Mattioda Director Multnomah County Public Affairs Office

-----Original Message-----

From: ABDELLATIF Vanetta M
To: MATTIODA Gina M
Cc: MANHAS Sonia X; WALDMAN Pamela S
Sent: 1/20/2004 5:00 PM
Subject: RE: talking about measure 30

Hi Gina,

Our health center clients are asking for information about this measure, is there a document that I can share with them that is appropriate and "legal"? Please forward to Pam and she will distribute

what you approve. Thanks.

Vanetta Abdellatif

Director, Integrated Clinical Services
Multnomah County Health Department
426 SW Stark, 8th Floor
Portland, OR 97204
(503) 988-3674 x22235 *
(503) 988-3676 FAX

vanetta.m.abdellatif@co.multnomah.or.us

-----Original Message-----

From: WALDMAN Pamela S
Sent: Tuesday, January 20, 2004 10:16 AM
To: MATTIODA Gina M
Cc: ABDELLATIF Vanetta M; MANHAS Sonia X
Subject: FW: talking about measure 30

Hi Gina. This just came through from Laura Sisulak of OPCA. Please let Vanetta or me know what, if anything, the Chair will allow as far as distribution of materials at our sites or other activities. Thanks so much. Pam W.

-----Original Message-----

From: LAURA SISULAK [mailto:wagsnsis@msn.com]
Sent: Tuesday, January 20, 2004 10:09 AM
To: John Robinson; Marina Stansell; Nancy Abrams; WALDMAN Pamela S; ABDELLATIF Vanetta M; FRONK Tom R
Subject: Fw: talking about measure 30

I received the following message from the Yes on 30 campaign folks, who thought it may be helpful. The website in her message following is from the school board association - giving guidelines for public agencies on do's and don'ts for discussing Measure 30.

Also, the Association of Counties has a flyer on their website which has been reviewed and approved by the Secretary of State for distribution by a public agency. It can be downloaded at:

http://www.aocweb.org/measure30/Measure_30_generic_FINAL.doc
<http://wwwaocweb.org/measure30/Measure_30_generic_FINAL.doc>

It leaves some portions blank to include local cut information. I will check with your counties to see if

they have approved content for this section.

I thought this may be appropriate for educating your advisory boards, etc. As always, you may become involved on an individual level in the campaign on either side too.

Let me know if there is additional information that would be helpful to you. Thanks, Laura

----- Original Message -----

From: Karynn Fish - Yes on 30

Sent: Wednesday, January 14, 2004 4:07 PM

To: Laura Sisulak - Comm Hlth Ctrs

Subject: talking about measure 30

Laura,

Thought you might be interested in this link from the Oregon School Boards Association, with suggestions on how schools can talk about Measure 30. The guidelines might be helpful for the County or other agencies who rely on public funding.

<http://www.osba.org/hotopics/funding/2004/bm30/impact.htm>
<<http://www.osba.org/hotopics/funding/2004/bm30/impact.htm>>

Karynn Fish
Field Director

Yes on 30: For Our Oregon
818 SW 3rd Avenue #218
Portland, OR 97204
Tel. 503.230.0922
Fax 503.495.2150
www.YesOn30.com

Talking Points for Ballot Measure 30

Proposed by the Public Affairs Office

- It is unclear to what degree the failure of Ballot Measure 30 will affect Multnomah County because the Governor and Legislature have not specified how any proposed cuts will occur. Only reductions to general areas (health and human services, public safety and education) would be required, so it is impossible to guess which county programs or how many clients will be impacted.
- Multnomah County expects to be impacted by the failure of Ballot Measure 30 because, by law, the county provides many health and human services and public safety programs in exchange for state funds. County budgets for these services are based on a balanced state budget. If funds for these areas of government are reduced, the county will be faced with the statutory obligation of providing the same level of services but will have less money to do so.
- Other uncertainties surrounding Ballot Measure 30 exist. It is unclear how the Governor and Legislature will respond to the loss of \$779 million in revenues if voters reject Ballot Measure 30. Cuts to general areas such as education, public safety and health and human services would be required through HB 5077, the Disappropriation bill.
- Even if the discussed cuts to education, health and human services and public safety are implemented (\$544.6 million in all as required in HB 5077), a shortfall in the state budget will still exist. The Governor and Legislature will have to agree on how to address the remaining \$235 million and there is no clear indication from Legislative Leadership or the Governor's Office how that will occur.

Public safety:

- Services provided by Multnomah County, such as supervision of offenders on parole or probation, prosecution of felony crimes, and incarceration of inmates, could be impacted if Ballot Measure 30 is rejected. Oregon law requires that these services be provided by the county in exchange for state funds. If these funds are reduced, the county could experience a loss in public safety services.

Health and human services:

- Services provided by Multnomah County, such as care for seniors and the disabled and health care for the uninsured could be impacted if Ballot Measure 30 is rejected. Oregon law requires that these services be provided by the county in exchange for state funds. If these funds are reduced, the county could experience a loss in health and human services.

General government:

- Services provided by Multnomah County, such as assessment and collection of property taxes, care for neglected and abused animals, maintenance of the

Willamette River Bridges and roads in the unincorporated areas, and processing of land use permits in the Columbia River Gorge area could be impacted if Ballot Measure 30 is rejected. Oregon law requires that these services be provided by the county in exchange for state funds. If these funds are reduced, the county could experience a loss in general government services.

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-3

Est. Start Time: 10:25 AM

Date Submitted: 01/14/04

Requested Date: January 22, 2004

Time Requested: 5 Minutes

Department: Non-Departmental

Division: County Attorney

Contact/s: Agnes Sowle

Phone: 503-988-3138

Ext.:

I/O Address: 501/500

Presenters: David N. Blankfeld

Agenda Title: Authorizing Initiation of Legal Action Against Daniel Manuel Chuginterian

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

1. **What action are you requesting from the Board? What is the department/agency recommendation?** Approve County Attorney initiation of legal proceedings against Daniel Manuel Chuginterian to recover damages to County of \$466.50.
2. **Please provide sufficient background information for the Board and the public to understand this issue.** On November 7, 2002, Daniel Manuel Chuginterian's vehicle struck a traffic gate on the Morrison Bridge resulting in repair damages to the County of \$466.50. There has been no response to the demand letter sent under ORS 20.080.
3. **Explain the fiscal impact (current year and ongoing).** N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain:

- ❖ **What revenue is being changed and why?**
- ❖ **What budgets are increased/decreased?**

- ❖ What do the changes accomplish?
- ❖ Do any personnel actions result from this budget modification? Explain.
- ❖ Is the revenue one-time-only in nature?
- ❖ If a grant, what period does the grant cover?
- ❖ When the grant expires, what are funding plans?

NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)

If a contingency request, explain:

- ❖ Why was the expenditure not included in the annual budget process?
- ❖ What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?
- ❖ Why are no other department/agency fund sources available?
- ❖ Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.
- ❖ Has this request been made before? When? What was the outcome?

If grant application/notice of intent, explain:

- ❖ Who is the granting agency?
- ❖ Specify grant requirements and goals.
- ❖ Explain grant funding detail – is this a one time only or long term commitment?
- ❖ What are the estimated filing timelines?
- ❖ If a grant, what period does the grant cover?
- ❖ When the grant expires, what are funding plans?
- ❖ How will the county indirect and departmental overhead costs be covered?

4. Explain any legal and/or policy issues involved. On December 18, 2003, the Board adopted Resolution 03-171 delegating authority to the County Attorney to initiate or appeal any legal action, matter or proceeding in any court or tribunal when approved by the Board.
5. Explain any citizen and/or other government participation that has or will take place. N/A

Required Signatures:



Department/Agency Director: _____

Date: 1/13/04

Budget Analyst

By: _____

Date:

Dept/Countywide HR

By: _____

Date:

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-4

Est. Start Time: 10:30 AM

Date Submitted: 01/14/04

Requested Date: January 22, 2004

Time Requested: 5 Minutes

Department: Non-Departmental

Division: County Attorney

Contact/s: Agnes Sowle

Phone: 503-988-3138

Ext.:

I/O Address: 501/500

Presenters: David N. Blankfeld

Agenda Title: Authorizing Initiation of Legal Action Against William David Owens, Jr.

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

-
- 1. What action are you requesting from the Board? What is the department/agency recommendation?** Approve County Attorney initiation of legal proceedings against William David Owens, Jr. to recover damages to County of \$2,008.68.
 - 2. Please provide sufficient background information for the Board and the public to understand this issue.** On February 6, 2003, William David Owens Jr.'s vehicle rolled over resulting in a gas leak and damages to the County of \$2,008.68 for cleanup costs. There has been no response to the demand letter sent under ORS 20.080.
 - 3. Explain the fiscal impact (current year and ongoing).** N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain:

- ❖ What revenue is being changed and why?
- ❖ What budgets are increased/decreased?

- ❖ What do the changes accomplish?
- ❖ Do any personnel actions result from this budget modification? Explain.
- ❖ Is the revenue one-time-only in nature?
- ❖ If a grant, what period does the grant cover?
- ❖ When the grant expires, what are funding plans?

NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)

If a contingency request, explain:

- ❖ Why was the expenditure not included in the annual budget process?
- ❖ What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?
- ❖ Why are no other department/agency fund sources available?
- ❖ Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.
- ❖ Has this request been made before? When? What was the outcome?

If grant application/notice of intent, explain:

- ❖ Who is the granting agency?
- ❖ Specify grant requirements and goals.
- ❖ Explain grant funding detail – is this a one time only or long term commitment?
- ❖ What are the estimated filing timelines?
- ❖ If a grant, what period does the grant cover?
- ❖ When the grant expires, what are funding plans?
- ❖ How will the county indirect and departmental overhead costs be covered?

4. **Explain any legal and/or policy issues involved.** On December 18, 2003, the Board adopted Resolution 03-171 delegating authority to the County Attorney to initiate or appeal any legal action, matter or proceeding in any court or tribunal when approved by the Board.
5. **Explain any citizen and/or other government participation that has or will take place.** N/A

Required Signatures:



Department/Agency Director: _____

Date: 1/13/04

Budget Analyst

By: _____

Date:

Dept/Countywide HR

By: _____

Date:

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-5

Est. Start Time: 10:35 AM

Date Submitted: 12/18/03

Requested Date: January 15, 2004

Time Requested: 1 minute

Department: DBCS

Division: Land Use & Transportation Program

Contact/s: Ed Abrahamson

Phone: (503) 988-5050 **Ext.:** 29620

I/O Address: Building 455

Presenters: Ed Abrahamson

Agenda Title: Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 33C, Bicycle and Pedestrian Systems

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

-
- 1. What action are you requesting from the Board? What is the department/agency recommendation?**

Approval to an ordinance amending Comprehensive Framework Plan Policy 33c, Bicycle and Pedestrian Systems

- 2. Please provide sufficient background information for the Board and the public to understand this issue.**

In 1978, the County addressed the needs of the bicycling public through Comprehensive Framework Plan Policy No. 39 and No. 40, which recommended the preparation of a Bicycle Circulation Plan. Subsequently, Policy 33c was developed to specifically address the Bikeways and Pedestrian System. This current revision of Policy 33c, Bicycle and Pedestrian Systems will remove an unnecessary introduction, revise the policy language to reflect the Oregon Transportation Planning Rule, clarify the policy and implementing strategies; and update the policy's implementing strategies to reflect the changes in the County's bicycle and pedestrian system since the policy was originally adopted.

3. Explain the fiscal impact (current year and ongoing). N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain: N/A

- ❖ **What revenue is being changed and why?**
 - ❖ **What budgets are increased/decreased?**
 - ❖ **What do the changes accomplish?**
 - ❖ **Do any personnel actions result from this budget modification? Explain.**

 - ❖ **Is the revenue one-time-only in nature?**
 - ❖ **If a grant, what period does the grant cover?**
 - ❖ **When the grant expires, what are funding plans?**
- NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)**

If a contingency request, explain: N/A

- ❖ **Why was the expenditure not included in the annual budget process?**

- ❖ **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
- ❖ **Why are no other department/agency fund sources available?**
- ❖ **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.**

- ❖ **Has this request been made before? When? What was the outcome?**

If grant application/notice of intent, explain: N/A

- ❖ **Who is the granting agency?**
- ❖ **Specify grant requirements and goals.**
- ❖ **Explain grant funding detail – is this a one time only or long term commitment?**
- ❖ **What are the estimated filing timelines?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**
- ❖ **How will the county indirect and departmental overhead costs be covered?**

4. Explain any legal and/or policy issues involved.

Statewide Planning Goal 12: Transportation and the Oregon Transportation Planning Rule adopted in 1990 (OAR Chapter 660, Division 12, Section 660-12-020) directs local governments, including Multnomah County, to adopt Transportation System Plans (TSPs) that include a bicycle and pedestrian plan for a network of bicycle and pedestrian routes throughout the planning area.

5. Explain any citizen and/or other government participation that has or will take place.

Comprehensive Framework Plan Policy 3: Citizen Involvement, specifies that public involvement and information distribution of planning issues occur consistent with Statewide Planning Goal 1: Citizen Involvement. The proposed amendment of Plan Policy 33c: Bicycle and Pedestrian Systems, were adopted by the Multnomah County Bicycle and Pedestrian Citizens Advisory Committee, were presented for discussion at the Multnomah County Planning Commission meeting on November 3, 2003; at a Public Meeting held at the Gresham Central Library on October 23, 2003, and at the East Multnomah County Transportation Committee on December 8, 2003. Meeting notices were published in the Gresham Outlook and Oregonian newspapers.

Required Signatures:



Department/Agency Director: _____

Date:

Budget Analyst

By: _____

Date:

Dept/Countywide HR

By: _____

Date:

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 1026

Amending Comprehensive Framework Plan Policy 33c, Bicycle and Pedestrian Systems

The Multnomah County Board of Commissioners Finds:

- a. The County bicycle and pedestrian system is a major part of the regional transportation system that serves the land uses in the County and functions to move people for economic, health, and recreational purposes.
- b. Statewide Planning Goal 12: Transportation and the Oregon Transportation Planning Rule, adopted in 1990 (OAR Chapter 660, Division 12, Section 660-12-020) directs local governments, including Multnomah County, to adopt Transportation System Plans (TSPs) that include a bicycle and pedestrian plan for a network of bicycle and pedestrian routes throughout the planning area.
- c. Further, the Transportation Planning Rule directs that planned transportation systems support a pattern of travel and land use in urban areas that avoid air pollution, traffic, and livability problems faced by other areas of the country. Specifically, the planned transportation system is intended to achieve targeted reductions in vehicle miles traveled per capita for the Portland metropolitan region by reducing reliance on any one mode of travel through land use design and provision of mode choices.
- d. Comprehensive Framework Plan Policy 3: Citizen Involvement, specifies that public involvement and information distribution of planning issues occur consistent with Statewide Planning Goal 1: Citizen Involvement. The proposed amendment of Plan Policy 33c: Bicycle and Pedestrian Systems, was adopted by the Multnomah County Bicycle and Pedestrian Citizens Advisory Committee, was presented for discussion at the Multnomah County Planning Commission meeting on November 3, 2003; at a Public Meeting held at the Gresham Central Library on October 23, 2003, and at the East Multnomah County Transportation Committee on December 8, 2003. Meeting notices were published in the Gresham Outlook and Oregonian newspapers.
- e. Comprehensive Framework Plan Policy 41: Columbia River Gorge National Scenic Area, applies to approximately 33,280 acres in Multnomah County within the Columbia River Gorge National Scenic Area. All future development, including roads and other public facilities, must be consistent with and support the purposes of the Management Plan for the Columbia River Gorge National Scenic Area. This management plan and Framework Policy 41 shall control over any potential conflicting provisions of Policy 33C.

- f. Proposed amendments to Multnomah County Comprehensive Framework Plan Policy 33c will remove an unnecessary introduction, revise the policy language to reflect the Oregon Transportation Planning Rule, clarify the policy and implementing strategies; and update the policy's implementing strategies to reflect the changes in the County's bicycle and pedestrian system since the policy was originally adopted.

Multnomah County Ordains as follows:

Section 1. Multnomah County Comprehensive Framework Plan Policy 33c: Bicycle and Pedestrian Systems is amended as follows:

POLICY 33C: BICYCLE AND PEDESTRIAN SYSTEMS
BIKEWAYS/PEDESTRIAN SYSTEM

Introduction

~~With an estimated 150 million American enthusiasts, bicycling is fast becoming an important and attractive alternative to the vehicle. In less than 15 years, the bicycle has grown from a child's toy to a popular adult mode of travel.~~

~~The potential energy shortage and increased public awareness regarding physical fitness has made commuting and recreation bicycling in the Portland Metro area a feasible alternative. East County offers a good road system for utilitarian bicycle routes and many scenic areas for recreation bicycling. As a result, there is a growing appreciation of the benefits of bicycling by residents of all ages.~~

~~In 1978, the County addressed the needs of the bicycling public through Comprehensive Framework Plan Policies #39 and #40, which recommended the preparation of a Bicycle Circulation Plan.~~

~~The Bicycle Corridor Concept Plan was prepared and adopted along with an ordinance directing implementation of the proposed routes. The plan included some corridors of undefined routes, recreation routes linking scenic areas and parks, and some utilitarian (street) routes that were planned in conjunction with road projects.~~

~~Despite the fact that a map existed and the County's Policy directed implementation of the routes on the map, the mechanisms to assess route safety, define route alternatives and build facilities were not in place and as a result, the County has, five years later, only one separated facility and one signed facility.~~

~~Studies indicate that bicycle safety is enhanced through designation of potential bicycle use. Such designation can occur several different ways. Lane striping and signing is recommended for those streets selected as bicycle streets with high traffic volumes and speed limits. Route signing is recommended for bicycle streets with lower speed limits and traffic volumes. Separated bike paths provide access to recreation or scenic areas and allow the less experienced cyclists the opportunity to improve their bicycling skills away from perceived dangers.~~

~~As a result of ORS 316.544, the State mandates that 1% of a jurisdiction's Road Fund monies shall be spent toward the planning, design, construction and maintenance of bicycle/pedestrian facilities within the road right of way and in accordance with State Standards (AASHTO Guidelines), or that the 1% be committed to a reserve to be held for not more than 10 years. With this directive and the increased awareness of the benefits of bicycling the County has taken a more active role in implementation of facilities.~~

~~Based on a survey of attitudes toward bicycling (Columbia Research Associates, 1982), community workshops (conducted Fall and Winter, 1982), and coordination with the cities, it was determined that both on street routes (commuter oriented) and recreation routes should be constructed with the 1% bikeway fund. An assessment of the existing Bicycle Corridor Concept Plan was completed. An update of the plan was recommended with the addition of a capital facilities program for funding prioritization.~~

~~The following Policy directs this bicycling facility planning and route implementation effort. The attached map labeled "Bikeways" reflects the preliminary analysis for a bicycle transportation network. Information compiled to prepare the map included Community Plan recommendations, citizen input, survey of employment centers, schools, parks, and high density population areas, and the existing transportation system.~~

Policy 33c

It is the County's Policy to create a balanced transportation system by implementing bicycle and pedestrian systems as integral parts of the County-wide transportation system through:~~It is the County's Policy to implement a bicycle/pedestrian system as an alternative transportation mode, furthering the opportunity for a balanced system by:~~

- A. Identifying a connected network of bicycle facilities~~streets with good bicycle access and travel potential on the map titled Multnomah County Bikeway System~~bikeways, which provides the framework for future bikeway~~bike route~~ projects and helps assure that future street improvement projects on a designated bikeway~~route~~ will be designed to accommodate bicycles.
- B. Identifying a connected network of pedestrian facility improvements on the map titled Multnomah County Pedestrian System, which provides the framework for future pedestrian improvement projects and assures that future street improvements will be designed to accommodate pedestrians.
- C. Including standards for bikeways and walkways throughout the Multnomah County Roadway Design and Construction Manual to include the most current design standards and innovations for providing bicycle and pedestrian improvements.
- D. Providing for bicycle and pedestrian travel through the development and adoption of a County-wide Transportation Capital Improvement Program (CIP) that includes all the bikeways and walkways identified in the Multnomah County Bikeway and Pedestrian System Maps.

- E. Placing priority on constructing and maintaining the transportation system to improve the safety for bicyclists and pedestrians.
 - F. Coordinating with surrounding jurisdictions and regional partners in the development of the bicycle and pedestrian systems.
 - G. Promoting bicycling and walking as vital transportation choices.
-
- ~~A. Providing for commuter trip and recreation bicycle travel through the development and adoption of a bicycle corridor capital improvements program (C.I.P.) And route priority map, as part of the overall Multnomah County capital improvements program.~~
 - ~~B. Adopting standards for bicycle route design in the C.I.P., including the American Association of American State Highway and Transportation Officials (aashto) guide for development of new bicycle facilities, 1981.~~
 - ~~C. Implementing bicycle facilities described in the bicycle corridor C.I.P. By identifying projects that can be constructed through:

 - ~~1. The land development process where dedication of a right-of-way or easement can be required as a condition of land development.~~
 - ~~2. Road improvements, where a bicycle facility identified as a road slated for improvement can be designed, constructed and funded as part of the road improvement.~~~~
 - ~~D. Prioritizing the 1% bikeway funds for Participating in the update of the metro regional bicycle plan and project prioritization process.~~
 - ~~E. Providing public information regarding bicycle routes and safety.~~
 - ~~F. Promoting the use of completed and approved bicycle facilities.~~
-

Strategies

The following Strategies should be used to implement the County's bicycle and pedestrian system::

- A. Provide for bicycle and pedestrian facilities on the Multnomah County Bikeway System Map and the Multnomah County Pedestrian System Map through:
 - 1. The land development process where half-street improvements or dedication of a right-of-way or easement can be required as a condition of land development.
 - 2. Road improvements, where bicycle and pedestrian facilities can be designed, constructed and funded as part of the road improvement.

3. Allocation of the County's 1% bikeway funds for stand alone bicycle and pedestrian improvements based on the priorities established in the County's CIP.
 4. Allocation of roadway funds dedicated to Americans with Disabilities Act compliance for curb ramp and sidewalk improvements in accordance with the Act.
 5. Aggressively seeking grants to supplement the funds available for bicycle and pedestrian improvements.
- B. Periodically review and update the County Roadway Design and Construction Manual in a manner consistent with the Oregon Bicycle and Pedestrian Plan and the American Association of State Highway and Transportation Officials 1999 Guide for the Development of Bicycle Facilities.
- C. Provide public information regarding bikeways and safety through publication of a bikeway map.
- D. Participate in the update of the metro regional bicycle and pedestrian plan and project prioritization process.
- E. Ensure the continuation of a County Bicycle and Pedestrian Program that includes the following:
1. A citizen involvement process including establishment of a departmental Bicycle and Pedestrian Citizen Advisory Committee for review and comment on proposed bicycle and pedestrian project criteria and project design.
 2. Identification of criteria to prioritize projects for inclusion in the CIP with special consideration given to potential use and connectivity.
 3. Identification of bicycle and pedestrian facility projects based on the system maps and prioritized for funding through the various funding sources available.
 4. A project review and comment process to include the planning, engineering, and operations and maintenance sections, and the appropriate city or cities within Multnomah County.
- ~~A. The Zoning Article should include the designation of the proposed 40 Mile Loop route.~~
- ~~B. The Streets and Roads Standards Ordinance should include the adopted bikeway design standards including AASHTO Guidelines for Development of New Bicycle Facilities, 1981.~~
- ~~C. The Bicycle Corridor Capital Improvements Program should include the following:~~
- ~~1. A citizen involvement process including establishment of a departmental Bicycle Advisory Committee for review and comment on proposed routes, route treatment and project criteria.~~

- ~~2. Identification of corridor bicycle routes to serve major activity centers.~~
- ~~3. Identification of community level routes to serve employment centers, schools, parks and neighborhood shopping centers.~~
- ~~4. Identification of criteria for bicycle facility treatment.~~
- ~~5. Identification of criteria to prioritize projects with special consideration given to:

 - ~~a. potential use;~~
 - ~~b. connectivity;~~
 - ~~c. road and traffic conditions.~~~~
- ~~6. A review and comment and prioritization process to include the Engineering Department, Operations and Maintenance Department, Planning Commission and 40 Mile Loop Land Trust and the cities within Multnomah County.~~
- ~~7. A candidate list of projects and map prioritized for bicycle funds forwarded to the Board of County Commissioners for their consideration for inclusion in the Bikeway/40 Mile Loop Program budget.~~

Section 2.

FIRST READING:

January 15, 2004

SECOND READING AND ADOPTION:

January 22, 2004



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn

Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By *Christopher D. Crean*

Christopher D. Crean, Assistant County Attorney

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-6

Est. Start Time: 10:37 AM

Date Submitted: 12/18/03

Requested Date: January 22, 2004

Time Requested: 1 Minute

Department: DBCS

Division: Land Use & Transportation Program

Contact/s: Ed Abrahamson

Phone: (503) 988-5050 **Ext.:** 29620

I/O Address: Building 455

Presenters: Ed Abrahamson

Agenda Title: Second Reading and Possible Adoption of a Proposed ORDINANCE Amending Comprehensive Framework Plan Policy 34, Trafficways, and the Accompanying Functional Classification of Trafficways Map(s)

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

-
- 1. What action are you requesting from the Board? What is the department/agency recommendation?**

An ordinance amending Comprehensive Framework Plan Policy 34, Trafficways, and the accompanying Functional Classification of Trafficways Map(s).

- 2. Please provide sufficient background information for the Board and the public to understand this issue.**

The Trafficways policy and map was adopted in 1983. It was subsequently amended in 1993 to include rural portions of the County, amended in 1995 to reflect Oregon Transportation Planning Rule policy language, and amended in 1999 to add overlay classifications. The amendments currently under consideration reflect changes associated with the adoption of the Metro Regional Transportation Plan, adoption of the Transportation System Plan (TSP) for the cities of Wood Village, Fairview, Troutdale, Gresham, and Portland, and the adoption of the Rural TSPs for West Hills, Sauvie Island. and West of the Sandy River.

3. Explain the fiscal impact (current year and ongoing). N/A

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain: N/A

- ❖ **What revenue is being changed and why?**
 - ❖ **What budgets are increased/decreased?**
 - ❖ **What do the changes accomplish?**
 - ❖ **Do any personnel actions result from this budget modification? Explain.**

 - ❖ **Is the revenue one-time-only in nature?**
 - ❖ **If a grant, what period does the grant cover?**
 - ❖ **When the grant expires, what are funding plans?**
- NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)**

If a contingency request, explain: N/A

- ❖ **Why was the expenditure not included in the annual budget process?**

- ❖ **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
- ❖ **Why are no other department/agency fund sources available?**
- ❖ **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.**

- ❖ **Has this request been made before? When? What was the outcome?**

If grant application/notice of intent, explain: N/A

- ❖ **Who is the granting agency?**
- ❖ **Specify grant requirements and goals.**
- ❖ **Explain grant funding detail – is this a one time only or long term commitment?**
- ❖ **What are the estimated filing timelines?**
- ❖ **If a grant, what period does the grant cover?**
- ❖ **When the grant expires, what are funding plans?**
- ❖ **How will the county indirect and departmental overhead costs be covered?**

4. Explain any legal and/or policy issues involved.

Statewide Planning Goal 12: Transportation and the Oregon Transportation Planning Rule adopted in 1990 (OAR Chapter 660, Division 12, Section 660-12-020) directs local governments, including Multnomah County, to adopt Transportation System Plans (TSPs) that include a road (trafficway) plan for a network of arterials and collectors that provides for continuity between adjacent jurisdictions. The proposed changes to Policy 34 and the Trafficways Map(s) are intended to meet these transportation planning requirements.

5. Explain any citizen and/or other government participation that has or will take place.

The proposed amendment of Plan Policy 34: Trafficways, and its companion map(s) were presented for discussion at the Multnomah County Planning Commission meeting on November 3, 2003; the East Multnomah County Transportation Committee Meetings on August 4, 2003, October 6, 2003, and December 8, 2003. and at a Public Meeting held at the Gresham Central Library on October 23, 2003. Meeting notices were published in the Gresham Outlook and Oregonian newspapers.

Required Signatures:



Department/Agency Director: _____

Date:

Budget Analyst

By: _____

Date:

Dept/Countywide HR

By: _____

Date:

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

ORDINANCE NO. 1027

Amending Comprehensive Framework Plan Policy 34, Trafficways, and the Accompanying Functional Classification of Trafficways Map(s)

The Multnomah County Board of County Commissioners Finds:

- a. County trafficways are a major part of the regional transportation system which serves the land uses in the County and functions to move people and goods. Comprehensive Framework Plan Policy 34: Trafficways, states that a safe and efficient trafficway system should be developed through various means, including a functional classification of trafficways system.
- b. Policy 34: Trafficways and the Functional Classification of Trafficways Map(s), adopted in 1983, were amended in 1993 to include the rural portions of the county, amended in 1995 to reflect Oregon Transportation Planning Rule policy language, added *Expressway* as a functional classification, clarified *Scenic Route* overlay classification, updated the implementing strategies and revised the Functional Classification of Trafficways Map(s) to incorporate current and projected traffic conditions, and amended in 1999 to add *Boulevard* and *Street* overlay classifications.
- c. The functional classification of trafficways supports systematic improvements through the County's Transportation Capital Improvement Plan and Program process and the land development process. Improvements are based on design standards for each of the classifications that incorporate elements of safety and efficiency.
- d. Statewide Planning Goal 12: Transportation and the Oregon Transportation Planning Rule adopted in 1990 (OAR Chapter 660, Division 12, Section 660-12-020), directs local governments, including Multnomah County, to adopt Transportation System Plans (TSPs) that include a road (trafficway) plan for a network of arterials and collectors that provides for continuity between adjacent jurisdictions.
- e. Metro has adopted the Regional Transportation Plan; Multnomah County has adopted the TSPs for the West Hills, Sauvie Island, and West of Sandy River; and the cities of Portland, Wood Village, Fairview, Troutdale, and Gresham have each adopted TSPs that have identified and resolved functional classification inconsistencies.

- f. Further, the Transportation Planning Rule directs that planned transportation systems support a pattern of travel and land use in urban areas which avoid air pollution, traffic and livability problems faced by other areas of the country. Specifically, the planned transportation system will support targeted reductions in vehicle miles traveled (VMT) per capita for the Portland metropolitan region by reducing reliance on any one mode of travel through land use design and provision of mode choices.
- g. The Functional Classification of Trafficways Map(s) revisions are based on an analysis of future population and employment, planned land uses, and on travel demands and traffic conditions that consider targeted changes in travel behavior. The 2040 analysis incorporated assumptions of the Region's 2040 Growth Management Plan.
- h. Policy 34 Implementation Strategies are amended to identify specific planning, coordinating, and implementing actions to be taken that will lead to the development and maintenance of an efficient and safe trafficway system that is supportive of the region's targeted reduction in VMT per capita in the urbanized portions of the county through fostering mode choices.
- i. Comprehensive Framework Plan Policy 3: Citizen Involvement, specifies that public involvement and information distribution of planning issues shall occur consistent with Statewide Planning Goal 1: Citizen Involvement. The proposed amendment of Plan Policy 34: Trafficways, and its companion map(s) were presented for discussion at the Multnomah County Planning Commission meeting on November 3, 2003, the East Multnomah County Transportation Committee Meetings on August 4, 2003, October 6, 2003, and December 8, 2003, and at a Public Meeting held at the Gresham Central Library on October 23, 2003. Meeting notices were published in the Gresham Outlook and Oregonian newspapers.
- j. Exhibit A, (Staff Report) and the Maps, Exhibits B, C, D and E (Functional Classification of Trafficways: Maintenance District 1, Maintenance District 2, Maintenance District 4 and Maintenance District 5 Functional Classification of Trafficways: dated November, 2003), incorporated as part of these Findings, further explain how amendments to Policy 34: Trafficways, comply with other Comprehensive Framework Plan Policies and are necessary to provide a safe, efficient, and economical trafficway system in Multnomah County.
- k. Comprehensive Framework Plan Policy 41: Columbia River Gorge National Scenic Area, applies to approximately 33,280 acres in Multnomah County within the Columbia River Gorge National Scenic Area. All future development, including roads and other public facilities, must be consistent with and support the purposes of the Management Plan for the Columbia

River Gorge National Scenic Area. This management plan and Framework Policy 41 shall control over any potential conflicting provisions of Policy 34 or its accompanying Functional Classification of Trafficways Maps.

- I. Proposed amendments would revise the policy language to reflect the Oregon Transportation Planning Rule, add *Industrial Streets* and *Green Streets* as new overlay classifications, clarify *Principal Arterial* as functional classification, update the policy's implementing strategies, and revise the Functional Classification of Trafficways Maps to incorporate current and projected traffic conditions.

Multnomah County Ordains as follows:

Section 1. Multnomah County Comprehensive Framework Plan Policy 34: Trafficways is amended as follows:

Appendix E
Multnomah County Comprehensive Framework Plan
Policy 34: Trafficways
(Proposed Amendments)

Introduction

Trafficways are a vital part of the transportation system in Multnomah County, functioning to move people and goods between their origins and destinations. A hierarchy of trafficways provides necessary access to land uses and mobility to travelers and commerce. The trafficway network accommodates several modes of travel within public right-of-way and acknowledges differing transportation needs between the urban and rural areas of the County. Communication and power networks and public utilities, including storm and sanitary sewers and water supply share the right-of-way with roads.

Trafficways are developed according to their functional classification, which distinguishes streets and roads by their operational purposes. Many aspects are considered when classifying trafficways:

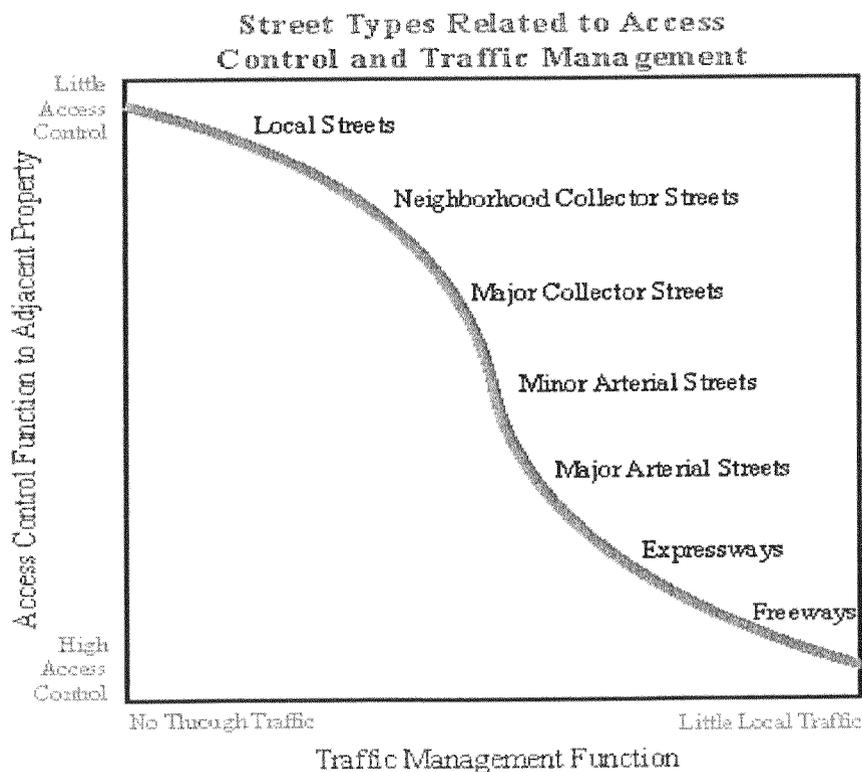
- Travel characteristics: trip length, origin, and destination
- Intensity and density of land uses served: urban and rural
- Travel modes to be served: automobiles, bicycles, transit, trucks, and pedestrians
- Relationship between traffic movement and access management
- Projected traffic volumes and capacity requirements at acceptable levels of service

The hierarchy of trafficways generally progresses from low traffic volumes and low speeds to higher volumes and speeds. Trip types vary by origins and destinations and by trip length and purpose, from local and neighborhood trips to countrywide and intra-regional travel, or inter-regional and interstate trips.

Access to property is inversely related to the mobility function of a trafficway. Access to adjacent property is greatest on local streets, but mobility is limited to local trips on local and neighborhood streets. The greatest level of mobility to the greatest number of travelers is provided by the freeway system; however, there is no direct property access provided by the interstate system.

County roads serve a distribution of trips between home and work, school, shopping, and recreation, and from sources of materials and manufacturers to distributors.

The system of trafficways to meet the needs of County residents, visitors, and businesses are functionally identified by the following types of facilities. Each type of trafficway accommodates various modes of travel and relates to land uses to which access is being provided.



LOCAL URBAN STREETS AND RURAL ROADS

Local streets provide access to abutting land uses on low traffic volume and low speed facilities. Their primary purpose is to serve local pedestrian, bicycle, and automobile trips and limited public transportation use in urban areas, and auto and farm vehicle circulation with local pedestrian, bicycle, and equestrian use in rural areas.

COLLECTOR STREETS

Collector streets distribute traffic between local streets and the arterial street network. They serve land uses over a broader corridor than local streets but are not intended to serve trips that do not have either an origin or destination within the corridor. Collector streets provide for automobile, bicycle, and pedestrian circulation and basic transit service.

Neighborhood Collector Streets

Neighborhood collector streets provide access primarily to residential land uses and link neighborhoods to higher order roads. They generally have higher traffic volumes than local streets but through or non-local traffic is discouraged.

Major Collector Streets

Major collector streets serve several purposes including linking neighborhoods to the regional system of bicycle and automobile streets and basic transit service. They typically provide direct access between residential and commercial developments, schools, and parks and carry higher volumes of traffic than neighborhood streets. Major collector streets are also utilized to access industrial and employment areas and other locations with large truck and over-sized load volumes.

Rural Collector Roads

Rural collector roads are well connected in rural communities to distribute automobile traffic over large areas and generally connect to urban streets or rural arterials. Where rural collector streets connect roads in adjacent counties, through traffic will occur with volumes greater than local rural roads. They may also provide for recreational trips by auto, bicycle, and equestrian. Primary access is provided to land uses adjacent to the facility and over large rural districts. Rural collector roads provide for necessary truck transport of (agricultural, timber, and minerals) out of rural districts.

ARTERIAL STREETS

Arterial streets comprise the regional transportation network and provide for travel between communities in the County and between counties. Arterial streets accommodate the full array of travel modes with the regional bikeway system,

fixed-route transit network, goods delivery, and higher volume automobile traffic than collector streets. Arterial streets connect to freeways and expressways and collector streets. More intensive land uses occur along arterial street corridors and at arterial street intersections.

Urban arterial roadways may be overlaid with a regional or community boulevard or street designation by Metro in the 2040 Growth Concept. Multnomah County acknowledges Metro's Street Design Guidelines for 2040. The design elements in the Street Design Guidelines will be considered on regional facilities under Multnomah County's jurisdiction in the urban area. *[Added 1999, Ord. 926 § II]*

Minor Arterial Streets

Minor arterial streets are the lowest order arterial facility in the regional street network. They typically carry less traffic volume than principal and major arterials but have a high degree of connectivity between communities. Access management may be implemented to preserve traffic capacity. Land uses along the corridor are a mixture of community and regional activities. Minor arterial streets provide major links in the regional road and bikeway networks; provide for truck mobility and transit corridors and are significant links in the local pedestrian system.

Major Arterial Streets

Major arterial streets carry high volumes of traffic between cities in the County as part of the regional trafficway system. The major fixed-route transit network corresponds with arterial street corridors. Priority may be given to transit- and pedestrian-oriented land uses. Traffic includes trucks and goods delivery, substantial commute movement, and controlled access to regional land uses along the corridor. Design and management of major arterial streets emphasizes preservation of ability to move auto and transit traffic by limiting accesses while also accommodating regional bikeways and pedestrian movements.

Principal Arterial Streets

Principal arterial streets connect to freeways and highways, which serve travelers without an origin or destination in the County. This interstate and interregional traffic, including trucks, is in addition to regional traffic traveling between cities and counties and traffic generated by intensive and higher density land uses along the arterial corridor. Thus, traffic volumes are high and access to adjacent land uses is limited to preserve the traffic capacity and reduce congestion along the principal arterial street. The ability to move auto, truck, and regional bicycle traffic is preserved. Trafficways designated as National Highway System routes shall be classified as Principal Arterial roadways.

Rural Arterial Roads

Rural arterial roads are the primary means of access into the County's large rural districts and often connect between counties to accommodate through movements. Rural arterials connect to freeways or highways and link rural collector and local roads to the urban area and other regions. Rural arterial roads carry greater traffic volumes than rural collector roads, including commuters and other home-based trips, natural resource trips involving trucks, and recreational trips involving autos, bicycles, and equestrians.

EXPRESSWAYS

Expressways principally serve interregional travel and, secondarily, regional and intercity travel. They are designed for moderate speeds with limited and controlled access to preserve capacity and accommodate substantial traffic volumes including truck traffic. Cross streets are grade separated or limited to a few intersections with arterial streets. They typically have a center median and do not provide access to adjacent land uses. Pedestrian and bike facilities may be provided along the expressway, often on separated facilities.

FREEWAYS

Freeways are high-speed roadways with grade-separated interchanges. They function to move goods and people between states and between regions within Oregon. Freeways carry high volumes of traffic, much of which does not have an origin or destination in Multnomah County. Access to abutting properties is prohibited. Pedestrian traffic and bicycle traffic on urban freeways are also prohibited.

OVERLAY CLASSIFICATION

In addition to a streets basic functional classification, an overlay classification is used to further describe the design or function of a facility. Included in the overlay classification are Regional and Community Boulevards, and Regional and Community Streets, and Green Streets as designated by Metro.

Scenic Routes

Scenic routes are streets that offer unique scenic views and are used for recreational and scenic travel in addition to traffic appropriate to the facility functional classification. Unique designs and materials and other accommodations or traffic restrictions may be imposed to preserve and enhance the scenic character of the facility. Landscape treatments should incorporate native species that integrate roadway improvements with the scenic character of the area.

Industrial Streets

Industrial streets are roadways that either serve as a freight route identified in the Regional Transportation Plan or serve industrial use areas. The standards for asphalt and base for major and minor collectors and lower classifications are insufficient for truck traffic. Therefore, the arterial asphalt and base standards need to be applied to non-arterial roadways carrying truck traffic. Regardless of classification, the pavement section of trafficways designated with the industrial streets overlays shall be constructed to arterial standards as per the Multnomah County Design Standards. Part I – Design Manual, Section 4 – Pavement Design.

Boulevards [Added 1999, Ord. 926 § II]

Boulevards serve the multi-modal travel needs of the region's most intensely developed activity centers including regional centers, station communities, town centers, and some main streets. Boulevards are the continuation of the regional street network within more intensively developed activity centers. Boulevards are designed with special amenities that promote pedestrian, bicycle, and public transportation travel in the districts they serve.

Boulevards are classified as regional and community scale designs. Regional boulevards can be applied to the major arterial classification while community boulevards can be applied to the minor arterial classification. The Boulevard overlay classifications are designated in the Regional Transportation Plan and in local jurisdiction's Transportation System Plans and other transportation planning documents.

Regional Boulevards [Added 1999, Ord. 926 § II]

Regional boulevards consist of four or more vehicle lanes, balanced multi-modal function, and a broad right of way. Features highly desirable on regional boulevards include on-street parking, bicycle lanes, narrower travel lanes than throughways, more intensive land use oriented to the street, wide sidewalks, and may include a landscaped median.

Community Boulevards [Added 1999, Ord. 926 § II]

Community boulevards consist of four or fewer vehicle travel lanes, balanced multi-modal function, narrower right of way than a regional boulevard, landscaped medians, no-street parking, narrower travel lanes than throughways, more intensive land use oriented to the street, and wide sidewalks. Community boulevards are located within the most intensely developed activity centers with development oriented to the street. These are primarily regional centers, town centers, station communities, and some main streets.

Streets [Added 1999, Ord. 926 § II]

Streets serve the multi-modal travel needs of corridors, inner and outer residential neighborhoods, and some main streets. Streets typically are more vehicle-oriented and less pedestrian-oriented than boulevards, providing a multi-modal function with an emphasis on vehicle mobility. Streets are classified as regional and community designs. Regional streets can be applied to the major arterial roads, while the community streets can be applied to minor arterial roads. The Street overlay classifications are designated in the Regional Transportation Plan and in local jurisdiction's Transportation System Plans and other transportation planning documents.

Regional Streets [Added 1999, Ord. 926 § II]

Regional streets consist of four or more vehicle travel lanes, balanced multi-modal function, broad right of way, limited on-street parking, wider travel lanes than boulevards, corridor land use set back from the street, sidewalk with pedestrian buffering from street, and a raised landscaped median, or usually a continuous two-way left turn lane.

Community Streets [Added 1999, Ord. 926 § II]

Community streets consists of two to four travel lanes, balanced multi-modal function, narrower right of way than regional streets, on-street parking, narrower or fewer travel lanes than regional streets, and residential neighborhood and corridor land use set back from the street. Community streets provide a higher level of local access and street connectivity than regional streets. Community streets have the greatest flexibility in cross sectional elements. Depending on the intensity of adjacent land use and site access needs, community streets can have three different median conditions, center two-way left turn lane, narrow landscaped median, or no median.

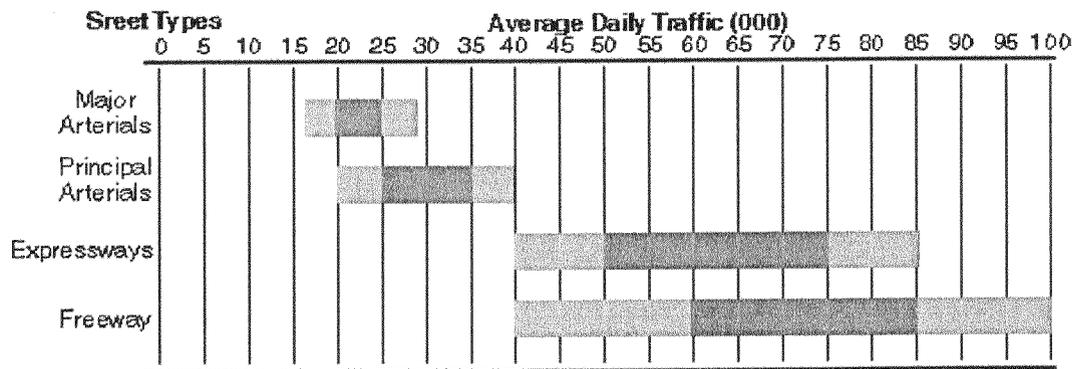
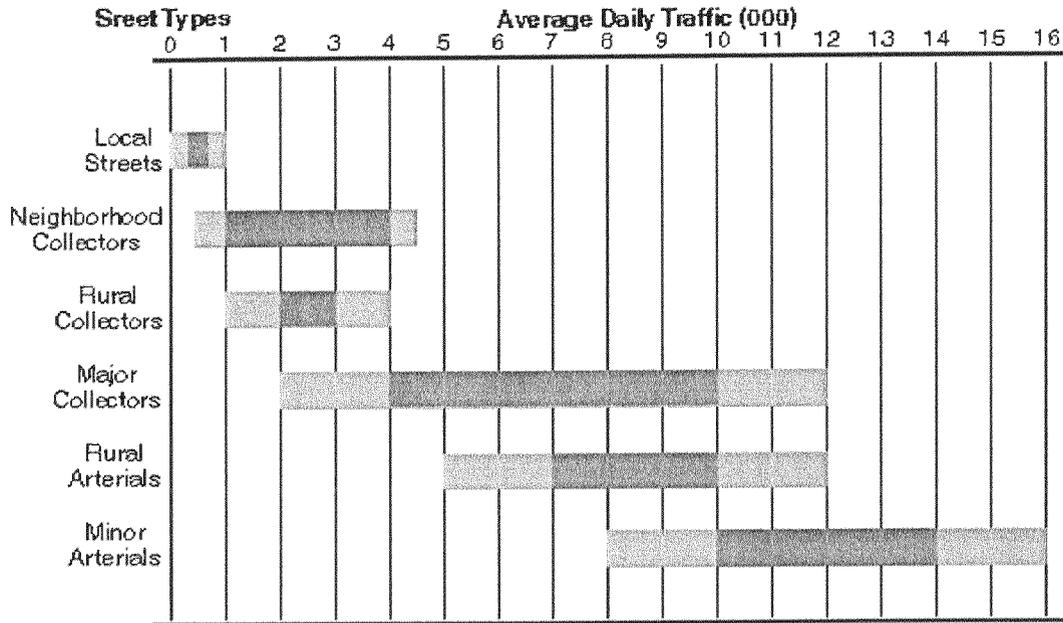
Green Streets

Green Streets are designed to incorporate a system of stormwater treatment within their right-of-way to protect the quality of the region's stream system. Green streets are designated according to the location-specific circumstances, including environmental conditions such as the soil conditions, water table, etc.; and surrounding land uses. The trafficways designated with green street overlay classifications are identified in the Regional Transportation Plan and in local jurisdiction's Transportation System Plans and other transportation planning documents. Multnomah County shall consider implementation of Green Streets design standards when developing a project listed in the County's Capital Improvement Program. Standards for Green Streets are in the Multnomah County Design Standards. Part I – Design Manual, Section 2 – Geometric Design.

TRAFFIC VOLUME GUIDELINES

The following chart illustrates the extent of traffic volumes by functional classification of each type of facility. The upper and lower limits are design guidelines; actual volumes may vary. (The darker/red portion of the bar represents typical traffic volumes handled by each classification. The lighter/orange portion of the bar represents the lower or upper limits of each classification.)

Average Daily Traffic By County Street Classifications



Transportation Corridor Study Areas

Existing streets, proposed new streets, or alternative alignments may undergo evaluation concerning future capacity or operational changes. The outcome of a corridor analysis, feasibility study, or environmental analysis may result in a change in functional classification. Functional classifications within these study areas are subject to change in the future pending the outcome of the evaluation.

TRAFFIC VOLUME GUIDELINES

~~The chart: Average Daily Traffic by County Street Classification illustrates the extent of traffic volumes by functional classification. The upper and lower limits are design guidelines, actual volumes may vary.~~

~~The purpose of this Policy is to direct the County to develop the existing trafficway system to maximize efficiency, and to consider the mobility of pedestrians by providing safe crossings.~~

Policy 34

The purpose of this Policy is to direct the County to develop the existing trafficway system to maximize efficiency and to consider the mobility of pedestrians by providing safe crossings.

The County's Policy is to develop a safe and efficient trafficway system using the existing road network, and by:

- A. Maintaining a trafficway classification system;
- B. Improving streets to the standards established by the classification system, where necessary and/or appropriate, to mitigate identified transportation problems and to accommodate existing and planned pedestrian, bicycle (Policy 33c), and transit facilities (Policy 35) as established in the County, regional, and local transportation plans;
- C. Placing priority on maintaining the existing trafficways;
- D. Developing additional transportation facilities to meet community and regional transportation needs where capacity of the existing system has been maximized through transportation system management and demand management measures;

Average Daily Traffic by County Street Classifications chart here

- E. Providing a safe and convenient bicycle and transit facilities and a pedestrian environment with road crossings and sidewalk network designed for pedestrian travel in accordance with Policy 33c: Bikeways/Pedestrian System and Policy 35: Public Transportation;
- F. Limiting the number of and consolidating ingress and egress points on arterials and major collectors to preserve traffic flow and on rural local roads to limit rural commercial development, as necessary;

- G. Reducing reliance on the automobile and assuring that the planned transportation system supports patterns of travel and land use which will avoid or mitigate problems of air pollution, traffic congestion, and community livability;
- H. Encouraging ride-share and flextime programs to help meet the projected increase in travel demand. The County will work with Metro and TriMet to develop ride-share programs, flextime and other transportation demand strategies to achieve the ride-share goal given in the Regional Transportation Plan; and
- I. Implementing the preferred Street Standards Chapter 29.500, Road Rules or the County Design and Construction Manual, including adherence to access control and intersection design guideline criteria, and establishing a procedure for allowing variances from that ordinance deviation from the preferred standard only when a physical obstacle prevents construction to the preferred standard or when the appropriate local jurisdiction's Transportation System Plan provides an alternate adopted standard. In all cases, roadways shall be constructed to standards within the County's allowable ranges for the appropriate classification.
- J. Considering and allowing for implementation of regional street design elements including reduction of excessive standards (as shown in *Creating Livable Streets: Street Design for 2040 (1997)*) Guidelines (Second Edition, June 2002) when planning for improvements to facilities designated on Metro's Regional Street Design Map or on roadways in urban unincorporated areas. [Added 1999, Ord. 926 § II]
- K. Improving local circulation by keeping through trips on arterial streets and minimizing local trip lengths by increasing street connectivity. [Added 1999, Ord. 926 § II]
- L. Ensuring that on-street parking is provided in accordance with county street standards and coordinating with cities to implement Metro's regional 10 percent reduction goal.
- M. Ensuring that additional right-of-way is dedicated at intersections that are currently signalized and that potentially may be signalized in order to comply with the Americans with Disabilities Act.

Excluding that portion of Multnomah County included in the Columbia River Gorge National Scenic Area, this Policy and the functional classification of trafficways map accompanying this Policy shall control over conflicting provisions of community plans or other pre-existing plans in determining the functional classification of trafficways. Trafficways located within the Columbia River Gorge National Scenic Area are subject to and superseded by provisions of the Columbia River Gorge Scenic Area Management Plan.

Strategies

A. TRAFFICWAYS

Adequate trafficways are essential for the efficient movement of goods and people. County trafficways should be designed and built to accommodate travel by a variety of travel modes, to provide access to abutting properties, and as locations for utilities within the trafficway right-of-way. To develop an efficient and safe trafficway system, the following strategies should be pursued:

1. **Classification of Trafficways:** Trafficways should be classified into a functional network that is integrated with land uses and travel needs. The hierarchy of the functionally classified network should be based on trip types and length, traffic volume and travel modes, and access to adjacent land uses within travel corridors.
2. **System Efficiency:** An inventory of the trafficway system should be maintained to determine current and future deficiencies as the basis for a capital improvement program. The trafficway system should:
 - a. be designed and operated to optimize travel capacities within acceptable levels of service, and
 - b. be consistent with land uses and transportation needs as determined by local and regional plans.
3. **Fostering Choice:** The trafficway system should be managed to provide opportunities for choices among available travel modes so that reliance on automobiles as single-occupant vehicles can be reduced, and so that total vehicle miles traveled as a measure of automobile use per capita can be reduced in the future, in accordance with the state Transportation Planning Rule and Policy 35: Public Transportation.
4. **Environmental and Social Values:** Development and operation of the County trafficway system should promote air quality consistent with federal standards, preserve open space and agricultural and forest lands consistent with local plans, protect scenic views, protect neighborhood cohesiveness and historic and cultural sites, and minimize the dislocation of residents and businesses resulting from County transportation projects.
5. **Safety:** Safety is a primary objective in the development and operation of the trafficway system through traffic signing and signalization, speed limits and speed control measures, road design and access control measures. Through the use of accepted

design and traffic management principles and practices, traffic accidents and conflicts between pedestrians, bicyclists, equestrians, and motorists can be minimized.

6. **Economics:** Work with the business community and regional and state agencies to assure efficient movement of goods and services in and through the County, including coordination of the trafficway system with inter-modal facilities, and use of public right of way for power and telecommunication purposes.
7. **Freight movement:** County trafficways shall provide for the movement of freight on facilities designed and built to accommodate the types and frequency of freight trips and which provide for convenient access to major highways, industrial areas, and resource extraction sites. County should identify a trafficway network for the purpose of freight movement. Trafficways designated as National Highway System routes shall be classified as Principal Arterial roadways.
8. **Aesthetics:** Trafficways are an important visual element in the urban and rural environment. As public spaces, trafficways should facilitate the public's use of the right-of-way in a manner that provides an aesthetic benefit to the community through facility design, landscaping, and their relationship to the natural and built environment.
9. **Street Connectivity:** Local street design impacts the effectiveness of the regional system when local travel is restricted by a lack of connecting routes, and local trips are forced onto the regional network. Streets should be designed to keep through trips on arterial streets and provide local trips with alternative routes. *[Added 1999, Ord. 926 § 11]*

B. TRANSPORTATION PLANNING

As part of Multnomah County's ongoing transportation planning program, the County should strive to anticipated and provide for the future travel needs of County residents, businesses, and visitors.

1. **Compliance with Rules and Regulations:** Multnomah County should comply with existing and future state and federal legislation and resulting rules and regulations regarding environmental, energy, land use, and transportation measures affecting the County trafficways system.
2. **Comprehensive Framework Plan Policy Revisions:** Multnomah County should revise CFP Policy 33 to include Policy 33d –

Pedestrianways, that incorporates all Policy references to the provision of pedestrian circulation and a map of the County pedestrian network. CFP Policy 35 - Public Transportation should be amended to incorporate all Policy references to the transit classification system and transportation demand management and a map of the County transit system.

3. **Land Use Coordination:** The transportation system should be planned and developed consistent with land uses to be served with consideration given to planned land uses in adopted plans and resulting forecasted future travel demands. The transportation system should be developed in coordination with the development of land uses. The development of the transportation system and land uses and amendments to land use plans should be made in accordance with the executed Intergovernmental Agreements with the cities of Fairview, Gresham, and Troutdale to ensure consistency with the functions, capacities, and level of service of facilities identified in the Multnomah County transportation planning documents.
4. **System Optimization:** Transportation planning should strive to solve existing transportation problems in response to community input by maximizing the operational capacity of the current system using available management techniques and providing new or expanded facilities only where necessary.
5. **Public Input:** Community input is vital to the transportation planning process and should be sought at key points in each planning process including project development.
6. **Modal Plans:** Modal plans should be developed to establish truck, pedestrian, and transit networks on the County trafficway system in coordination with regional and local transportation plans, and the appropriate CFP policies amended to incorporate the network maps. Modal networks plans for the County trafficways and bikeways should be maintained in coordination with regional and local transportation plans.
7. **Transportation Studies:** Transportation studies and corridor analyses should be conducted to determine transportation needs, identify and analyze problems and alternative solutions, giving the public and communities the opportunity to participate in and affect the decision process.

Specific corridor studies should include:

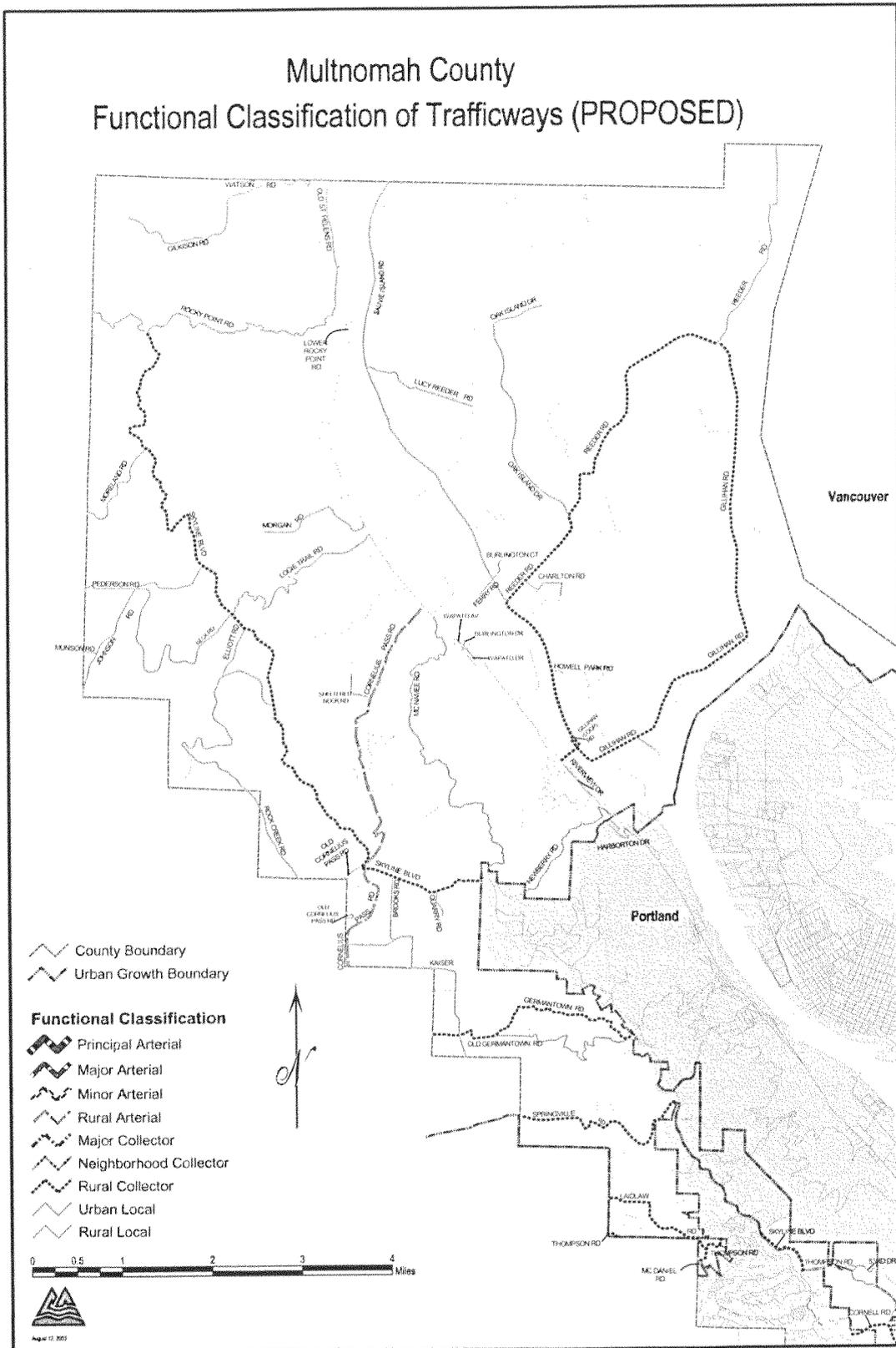
- ~~Mt. Hood Parkway: A through route connection between Interstate 84 and US 26 in the East County area.~~
- Participation in the regional freight study to identify an alternative NHS truck route through the east Multnomah County area. The existing freight route along 181st/Burnside has land use conflicts with truck passage and substandard roadway conditions along Burnside in the Rockwood area. The 242nd Avenue Connector was identified as the alternate truck route in the Regional Transportation Plan. However, the project has been suspended because the transportation analysis completed for the Environmental Assessment found low demand for the connector in the short-term.
- 201st/202nd Avenues: Study of the capacity needs of a connection between Powell Boulevard and Sandy Boulevard in the vicinity of 201/202nd Avenue.
- Evacuation routes regarding homeland security, including routes for transport of hazardous materials and evaluating any conflicts between evacuation routes and hazardous material routes. The County should continue to work through the inter-agency Intelligent Transportation Systems Subcommittee on Public Safety, to develop a map of emergency routes and coordinate federal, state, and local agencies.
- Pedestrian safety in rural centers is becoming a concern with increased traffic volumes, especially in the Corbett/Springdale Centers. A study is needed to assess how to provide appropriate pedestrian amenities (sidewalks, crosswalks and landscaping) where appropriate, yet retaining the rural atmosphere. This might be accomplished with a pedestrian district overlay in rural centers. A pedestrian district overlay in the Corbett/Springdale Centers would need to be coordinated with the Oregon Department of Transportation and State Historic Preservation Office as the Centers are oriented to the Historic Columbia River Highway.

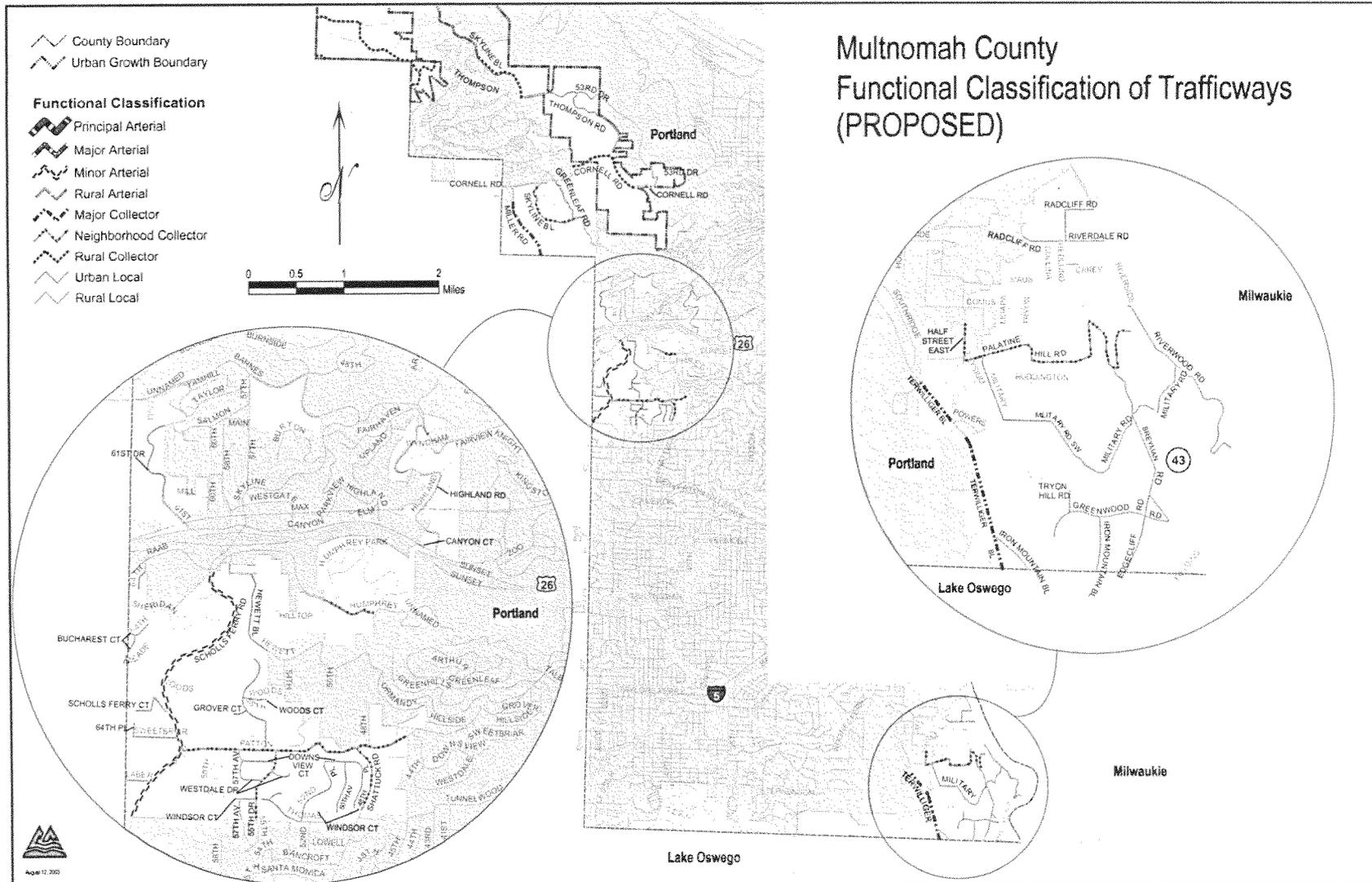
C. COMMUNITY DEVELOPMENT ORDINANCE

Measures to plan for, develop, and manage the County trafficway system should be codified in Multnomah County Code: Title II: Community Development.

- a. **Street Standards:** Codes and Rules should be revised specifying characteristics, permitting requirements, and operational measures necessary to implement the County transportation system identified in CFP Policies 33c, 33d, 34, and 35.
- b. The Multnomah County Transportation Capital Improvement Plan and Program identifies and ranks by criteria of need trafficway deficiencies and future capital needs, identifies future capital, and programs future transportation improvements based on a schedule of capital available for expenditure on the trafficway system.

Multnomah County Functional Classification of Trafficways (PROPOSED)



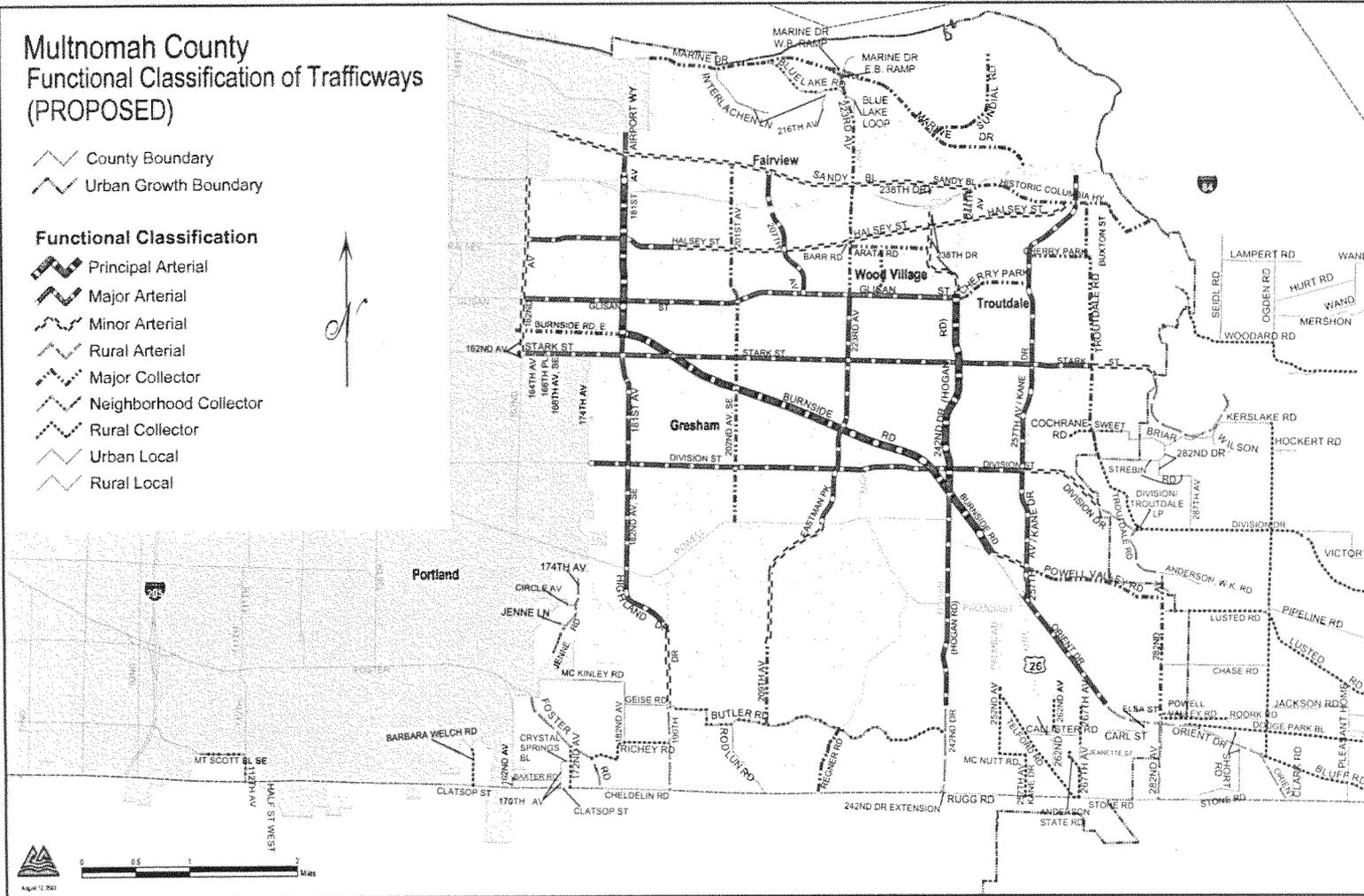


Multnomah County Functional Classification of Trafficways (PROPOSED)

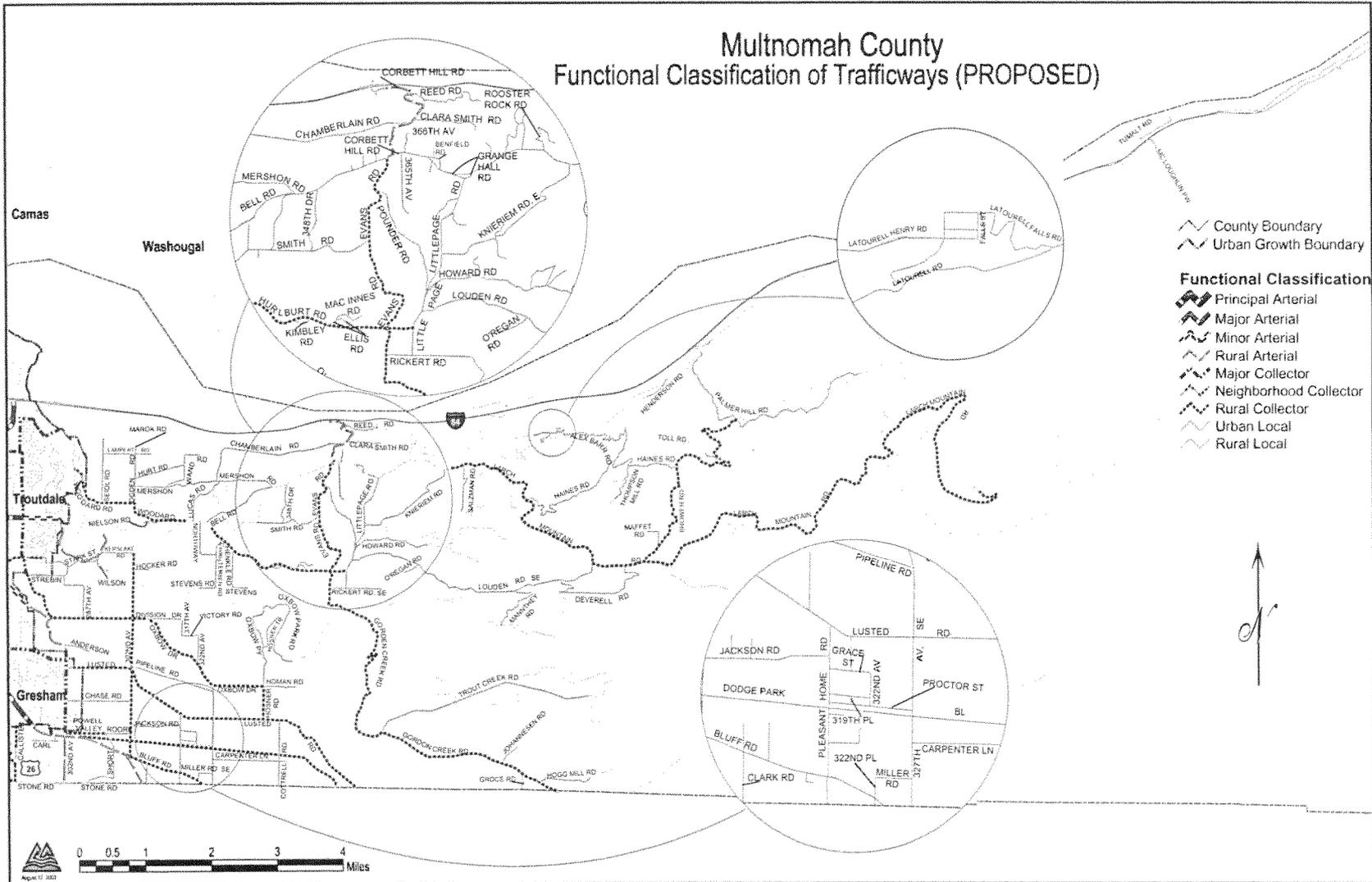
-  County Boundary
-  Urban Growth Boundary

Functional Classification

-  Principal Arterial
-  Major Arterial
-  Minor Arterial
-  Rural Arterial
-  Major Collector
-  Neighborhood Collector
-  Rural Collector
-  Urban Local
-  Rural Local



Multnomah County Functional Classification of Trafficways (PROPOSED)



D. STATE AND REGIONAL COORDINATION

~~Advise state and regional governments with regard to existing trafficways not under the County's jurisdiction. The County should~~ shall alert provide notice to the state and (ODOT), regional (Metro) and affected local governments of required improvements, and should provide documentation as to public needs.

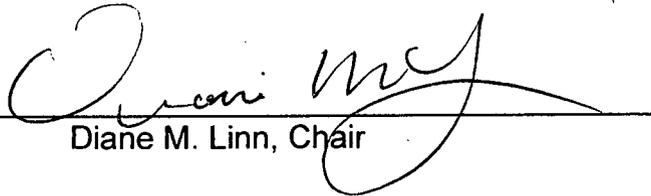
Section 2.

FIRST READING January 15, 2004

SECOND READING January 22, 2004



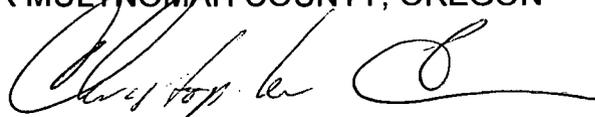
**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**



Diane M. Linn, Chair

REVIEWED

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 

Christopher D. Crean, Assistant County Attorney

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 20, 2004

Agenda Item #: R-7

Est. Start Time: 10:40 AM

Date Submitted: 01/13/04

Requested Date: January 20, 2004

Time Requested: 15 minutes

Department: Business & Community Services **Division:** Human Resources - Diversity Office

Contact/s: Robert Phillips/April Lewis

Phone: 503 988-4377

Ext.: 84377

I/O Address: 503/4th

Presenters: Robert Phillips

Agenda Title: RESOLUTION Adopting Multnomah County's Affirmative Action Plan for 2004-2006

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

-
- 1. What action are you requesting from the Board? What is the department/agency recommendation?** Adoption of the revised affirmative action plan.
 - 2. Please provide sufficient background information for the Board and the public to understand this issue.** The County is a recipient of federal and state grants which require a written affirmative action plan in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission and/or United States Department of Justice Civil Rights Section. The revised plan is written to comply with current regulatory requirements and the personnel policies of Multnomah County.
 - 3. Explain the fiscal impact (current year and ongoing).** The plan adoption has no fiscal impact that has not already been configured into the Department/Division's current operating budget.

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain: N/A

If a contingency request, explain: N/A

If grant application/notice of intent, explain: N/A

4. **Explain any legal and/or policy issues involved.** The revised plan meets the intent of the Equal Employment Opportunity Act of 1972, Public Law 92-261, 86 Statute 103 (1972). as amended, that encouraged voluntary action to correct the effects of past discrimination and to prevent present and future discrimination.
5. **Explain any citizen and/or other government participation that has or will take place.** The plan is an internal document for meeting the objectives of equal employment opportunity. Internal stakeholders participated in the review of the plan.

Required Signatures:



Department/Agency Director:

Date: 01/13/04

Budget Analyst



By:

Date: 01/13/04

Dept/Countywide HR



By:

Date: 11/28/03

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Adopting Multnomah County's Affirmative Action Plan for 2004-2006

The Multnomah County Board of Commissioners Find:

- a. The legislative purpose of the Equal Employment Opportunity Act of 1972, Public Law 92-261, 86 Statute 103 (1972), as amended, was to encourage voluntary action to correct the effects of past discrimination and to prevent present and future discrimination.
- b. In furtherance of the principles of nondiscrimination, the federal Equal Employment Opportunity Commission (EEOC) has issued guidelines for affirmative action appropriate under Title VII of the Civil Rights Act of 1964, (Title 29, Code of Federal Regulations 1608.7), to remove practices and systems which constituted barriers to equal employment opportunity.
- c. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color, gender identity, source of income, sexual orientation, familial status, age, religion, national origin, political affiliation or physical or mental disability, except when they constitute bona fide occupational qualifications.
- d. The County is a recipient of federal grants which requires written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (20 C.F.R. Part 1608) to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended.

The Multnomah County Board of Commissioners Resolves:

1. The Board adopts the revised Affirmative Action Plan for 2004-2006 and thereby reaffirms and formalizes the County's commitment to equal employment opportunity.
2. Each department and office of the County is directed to develop compliance strategies that will bring them into compliance with the intentions of this plan.

ADOPTED this 22nd day of January, 2004.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Kathryn A. Short, Assistant County Attorney

**MULTNOMAH COUNTY
BOARD OF COUNTY COMMISSIONERS
AFFIRMATIVE ACTION PLAN
PRESENTATION 1/22/04**

To Multnomah County Chair Diane Linn and members of the Board of County Commissioners, it gives me great pleasure to bring before you the Resolution for adopting a revised Affirmative Action Plan for Multnomah County covering the time period January 1, 2004-December 31, 2006. The plan:

- Meets our obligations under the Equal Employment Opportunity Act of 1972 to implement voluntary strategies for correcting or preventing past, present, or future discrimination;**
- Conforms with state, federal and county laws and rules which requires us to remove barriers to equal employment opportunity; and**
- Insures protection for all employees regardless of their status from discrimination, with respect to equal employment opportunities, because they are not the beneficiaries of affirmative action.**

The Diversity, Equity, and Affirmative Action Office, along with Central Human Resources, and our various partners, will be responsible for the implementation, monitoring and evaluation of this plan.

Results under the Affirmative Action Plan for 2001-03, Board Resolution # 01-028:

- Under the former plan, Statistical Significant underutilization existed in nine categories for Blacks, one for Asians, no category for Native Americans, one for Hispanics, three for Minorities as a whole, and two for Females. Under the Chair's Diversity Initiative designed partly to correct this problem, I am pleased to report that all of the Statistical Significant underutilization for the individual and collective minority groups have been corrected; but continue to exist for females in the trades and areas of law enforcement, traditionally male occupations.
- All departments and offices developed compliance strategies to express their intention to comply with the spirit of the plan. Example of results include:

1. The DA's Office active and successful recruitment of minority candidates for attorney positions and retention of a higher proportion of minority attorneys than other public sector offices. Our representation is 14%, compared to the City of Portland with 8%, and the State's Attorney General's Office at 5%.

2. The Health Department developed accountability guidelines to hold managers responsible for meeting diversity and cultural competency standards, in an environment of staff reduction and reorganization.

3. All Departments, except for the Library (Blacks and minorities; and Sheriff's Office (Asians) have corrected statistical significant underutilization for minorities.

A key result of the departmental efforts:

At the start of the FY 2001 plan, our workforce utilization of minorities was 15.19% and females represented 45.93%: our current workforce, even after staff reductions, is 19.44% minority, and 59.62% female.

Additionally, hiring for the County has average roughly 33% annually for minorities, well above the local applicant pool of 22%, and workforce of 19%, as reported by the State of Oregon Employment Division's Research and Statistics Unit.

Current Challenges:

- **Census data indicate that the available minority applicant pool has increased to 22.16%, increasing the challenge to assure a diverse and representative workforce.**
- **Although the County corporately has done a great job in creating overall improvements, efforts still need to be taken to improve areas of minority underutilization in the workforce. The recently established centralized recruitment and outreach office should improve our performance here over time.**

Robbie Bergg, the manager of that program is here, and will briefly share information on that program.

In closing:

Under the Chair's Diversity Initiative, along with this plan, I am confident that the improvements that occurred under the former plan can and will be expanded under the guidance of this plan.

I urge your adoption of the resolution, which will give us the tools to move forward.

At this time, I am open to receive any questions you may have.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-007

Adopting Multnomah County's Affirmative Action Plan for 2004-2006

The Multnomah County Board of Commissioners Find:

- a. The legislative purpose of the Equal Employment Opportunity Act of 1972, Public Law 92-261, 86 Statute 103 (1972), as amended, was to encourage voluntary action to correct the effects of past discrimination and to prevent present and future discrimination.
- b. In furtherance of the principles of nondiscrimination, the federal Equal Employment Opportunity Commission (EEOC) has issued guidelines for affirmative action appropriate under Title VII of the Civil Rights Act of 1964, (Title 29, Code of Federal Regulations 1608.7), to remove practices and systems which constituted barriers to equal employment opportunity.
- c. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color, gender identity, source of income, sexual orientation, familial status, age, religion, national origin, political affiliation or physical or mental disability, except when they constitute bona fide occupational qualifications.
- d. The County is a recipient of federal grants which requires written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (20 C.F.R. Part 1608) to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended.

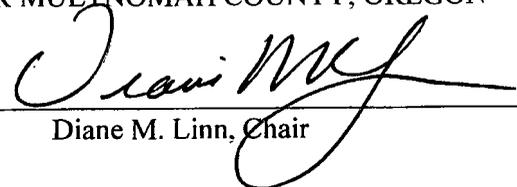
The Multnomah County Board of Commissioners Resolves:

1. The Board adopts the revised Affirmative Action Plan for 2004-2006 and thereby reaffirms and formalizes the County's commitment to equal employment opportunity.
2. Each department and office of the County is directed to develop compliance strategies that will bring them into compliance with the intentions of this plan.

ADOPTED this 22nd day of January, 2004.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Kathryn A. Short, Assistant County Attorney

**MULTNOMAH COUNTY'S
EQUAL EMPLOYMENT OPPORTUNITY
AND
AFFIRMATIVE ACTION PLAN**

2004-2006



Multnomah County Oregon

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Pagination at the bottom of the page corresponds with the AA Plan narrative materials, not with the supporting data documents.

PREFACE

Multnomah County's employees represent a talented and diverse workforce that is essential to our service delivery success. The ability of the County to meet the complex needs of its various communities rest squarely on the diverse skills, experiences, and knowledge of its employees. Thus, the County's human resources practice is designed to attract develop and retain talented employees that can deliver results and enhance services responsive to public expectations. Because the County is a recipient of numerous federal grants, which require written affirmative action plans, this plan is written to comply with those requirements, as well as serve as a guide towards implementing strategies that assure equal employment opportunity to the citizenry of the County.

In the preparation of this Affirmative Action Plan (AAP), the terminology used in Executive Order 11246 and its implementing regulations has been used as a guide by the County. Therefore, the use of such terms as "underutilization," "statistically significant," "deficiency," "concentration," "affected class," etc. should not be construed as an admission by Multnomah County, in whole or in part, that in fact either minorities or women have been or are presently being underutilized, concentrated, or discriminated against in any way by Multnomah County 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 Multnomah County, in whole or in part, that it has contravened such federal, state, or local employment practice laws.

In developing and implementing the AAP, Multnomah County has been guided by its established policy of providing equal employment opportunity in all aspects of its hiring process and associated benefits. Any goals that Multnomah County has established herein are not intended as rigid, inflexible quotas that must be met, but rather as benchmarks used to measure progress made in meeting the objectives of this plan by applying every good faith effort in implementing this AAP. The use of goals in this AAP is not intended, nor is the effect of such 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. Indeed, 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).

Additionally, the Rehabilitation Act of 1973 (as amended), specifically, 29 U.S.C. Section 793 and its implementing OFCCP regulation's (41 C.F.R. Part 60-7410), or the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (38 U.S.C. Section 4211, et. Seq.), or OFCCP's implementing regulations (41 C.F.R. Chapter 60), or the Veterans Employment Opportunity Act of 1998 (5 C.F.R. Section 3304) have been used in the plan to respond to regulatory requirements for these covered groups.

Ever committed to affirmative action, Multnomah County has prepared this Affirmative Action Plan to cover all employees working throughout the organization. As detailed in the Job Group Analysis, this Affirmative Action Plan covers approximately 4,435 regular full-time/part-time employees, including 862 (19.4%) minorities, and 2,644 (59.6%) females. Additionally, on-call, and temporary employees are covered within the scope of the policy.

As described in detail in the Plan that follows, the management of Multnomah County has a continuing commitment to the practice and implementation of this Affirmative Action Plan. All Departments and Offices are expected to make a firm commitment to the principles of equal opportunity and make those principles a fundamental part of the department/office culture. It is the responsibility of each agency head to take such measures as may be necessary to incorporate the principles of equal employment opportunity into the agency's organizational structure and practices.

All statistical monitoring reports necessary for evaluating the programs performance is maintained, in accordance with federal reporting requirements. Additionally, Multnomah County has complied with Public Law 88-352, Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972, and has provided required EEO-4 reports to the Equal Employment Opportunity Commission.

The statistical components of Multnomah County's AAP were developed by application of information contained in the computerized program of Berkshire - The Great Affirmative Action Plan, 8930 Route 108, Suite D, Columbia, Maryland, 21045. This data meets the minimum requirements of the Office of Federal Contract Compliance Programs (OFCCP) for a narrowly tailored program to comply with the remedial intent of the equal employment opportunity regulations and to mirror the intent of Title VII of the Civil Rights Act of 1964. For the purposes of this plan, racial/ethnic categories are used as identified by the United States Office of Management and Budget (OMB) issued in Circular No-46. However, we recognize that the concept of race as used in the document does not denote clear cut scientific definitions of anthropological origins.

Furthermore, this Affirmative Action Plan does not constitute an express or implied contract between the County and its employees, job applicants, or other persons. Additionally, this AAP is not and does not purport to be a labor agreement between Multnomah County, Oregon and any employees, or employee representatives. Multnomah County reserves the right to unilaterally modify, delete, or add to the plan's content, recommendations, or other language contained herein at any time.

The Diversity and Equity Office will be responsible for disseminating changes and revisions in the policies and/or procedures contained in this plan. Multnomah County encourages its employees and others covered by this plan to utilize its internal complaint procedures to address and resolve complaints of discrimination, including retaliation and harassment.

The internal complaint procedures can be found in the Personnel Rules, Article 3-40. Individual departments/offices may also have complaint procedures specific to their work place and/or various bargaining agreements available to employees through their Human Resources Sections. The County prohibits discrimination towards any person who has opposed discriminatory practices or an act, testified, assisted or participated in any manner in any proceeding(s) regarding prohibited discrimination or has attempted to do so.

Users of this plan should utilize whichever is the most current statistical report for evaluating and accessing the program's performance. This plan is effective upon its adoption and remains in effect until the Multnomah County Board of Commissioners adopts a subsequent plan.

STATEMENT OF POLICY

To further its goal of equal employment opportunity for all employees and prospective employees without regard to federal, state or locally identified protected status, the County states as its policy the following:

It will be the policy of Multnomah County, 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, national origin, sexual orientation, marital status, source of income, gender identity or any other basis prohibited by applicable federal, state, and local laws or internal rules.

All employment decisions shall be consistent with the principle of equal employment opportunity.

Personnel actions, such as compensation, benefits, transfers, social and recreational programs, etc. will be administered without regard to protected status or any other basis prohibited by applicable law or rules.

Additionally, the County makes and will continue to make reasonable accommodations to promote the employment of qualified individuals or veterans with disabilities unless such accommodations would impose an undue hardship on the County's business.

Each department/office and manager/supervisor is expected to assure full compliance with this policy. All employees, without exception, shall fully comply with the intent and requirements contained in this policy. Any violations of the policy should be brought to the attention of the appropriate manager/director/human resources staff in a timely manner so that immediate and appropriate action can be taken to resolve the matter. Issues may also be formally filed with Central Human Resources or the Diversity, Equity, Affirmative Action Office for investigation and resolution. A violation of the policy is considered misconduct and will be subject to disciplinary procedures as prescribed in the Personnel Rules or procedures identified in the various bargaining agreements.

Furthermore, to assure compliance with the plan, Robert Phillips, Affirmative Action Officer, (503) 988-4377, (robert.a.phillips@co.multnomah.or.us), has been designated to administer and monitor compliance with this plan and make reports to Senior Management. The AAP is available for inspection in accordance with applicable regulations.

Diane Linn
Multnomah County Chair

REAFFIRMATION OF EEO POLICY STATEMENT

Multnomah County'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 regardless of their protected status.
- 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:

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 regards to their membership in a protected class. All employee selection criteria used by Multnomah County conform to the Uniform Guidelines on Employee Selection Procedures 41 C.F.R. Part 60-3 (1978). Known sources of potential minority, women, persons with disabilities, and veteran applicants will be contacted regularly so as to maximize the pool of diverse applicants.

PROMOTION - Multnomah County ensures that all qualified employees are considered for promotion based on valid occupational qualifications, including abilities, skills, and applicable experiences.

TRANSFERS - When vacancies occur the opportunity to transfer will be made available on a non-discriminatory basis in accordance with personnel rules and appropriate bargaining agreements.

LAYOFFS - If reductions within Multnomah County's work force become necessary, they will be based on non-discriminatory policies contained in Multnomah County's personnel rules (Article 2-80) or for represented employees carried out in accordance with existing bargaining agreements.

- To administer personnel actions affecting employees in areas such as compensation, benefits, transfers, layoffs, returns from layoff, Multnomah County-sponsored training, and education programs without regard to protected status. Multnomah County periodically reviews personnel actions and collects data on a continuing basis for the purpose of monitoring such actions.

- To promulgate and administer Multnomah County'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 monitored annually and updated every two years.

DISSEMINATION OF STATEMENT OF POLICY

1. INTERNAL

A. The County's Equal Employment Policy, set forth previously in this Plan, is available for all employees to review. It is published on the County's web-site for the Diversity, Equity and Affirmative Action Office. Copies of this policy will be clearly posted on bulletin boards at the various work sites.

B. Supervisors and managers are responsible for both affirmative action compliance and program implementation. They will continue to be trained in the area of equal employment and fair labor practices. Included in this training will be information on the evolving issue of unlawful harassment, with emphasis on commitment to our policy that strictly forbids this activity in any form.

C. The policy will continue to be discussed in any new employee and supervisor orientation.

D. Management will communicate updates covering EEO, as well as sharing information related to the County's affirmative action program.

E. The policy will continue to be clearly posted on Multnomah County bulletin boards.

F. Advertisements for Multnomah County employment opportunities will include communicating such opportunities in communities that serve minorities, females, and people with disabilities.

G. Management makes and will continue to make known to all employees the existence of the Affirmative Action Plan, 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. Multnomah County will continue to inform recruitment sources of its commitment to EEO and affirmative action. In doing so, the County makes clear that all applicants will be treated without regard to their protected status. Furthermore, these recruitment sources are informed that the County actively seeks qualified women, people with disabilities, veterans, and minorities for employment.

B. Multnomah County communicates with appropriate minority, disability, veteran, and women's organizations, community agencies, guidance and placement personnel of local high schools, colleges, and other potential sources of applicants, apprising them of Multnomah County's EEO policy and encouraging them to refer candidates for employment consideration. When Multnomah County advertises in newspapers for prospective employees, the advertisement includes the EEO solicitation "An Equal Opportunity/ Affirmative Action Employer" or its abbreviation.

C. Multnomah County will continue to inform prospective employees of the existence of our Affirmative Action Plan 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. When employees are pictured in consumer or help-wanted advertisements, the diversity of the County's workforce is considered in the representation of various professions.

E. Multnomah County will continue to incorporate the equal opportunity clause, 41 C.F.R. Section 60-1.4, in all purchase orders, leases, contracts, etc.

F. The County 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 relevant sources of recruitment.

RESPONSIBILITY FOR IMPLEMENTATION

Diane Linn, Multnomah County Chair, has overall responsibility for implementation of the Equal Employment Opportunity and Affirmative Action Program. The Chair has assigned primary management responsibility and accountability for ensuring full compliance with the program to Robert Phillips, Equal Opportunity/Affirmative Action Officer. The Affirmative Action Officer will have the authority, resources, support of and access to top management to ensure the effective implementation of the affirmative action program.

The Chair actively supports the program and provides assistance whenever it is needed, making managers and supervisors aware of the program and holding them accountable for their cooperation and assistance. The name of the Affirmative Action Officer appears on internal and external communications regarding the County's Equal Employment Opportunity and Affirmative Action Program.

1. The duties of the Affirmative Action Officer include:

A. Developing policy statements, affirmative action program methods, and internal and external communication techniques.

B. Reviewing and evaluating the operation of all department/office's equal employment opportunity programs. Identifying problem areas, and assisting departments/offices in developing strategies to eliminate any problems.

C. Reviewing and approving agency EEO/AA compliance strategies and reports and communicating the results of evaluations to each agency, and directing agencies, as appropriate, to develop additional program objectives that will bring them into compliance with this program.

D. Assisting 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.

E. Designing and implementing monitoring and reporting methods that will provide managers and human resources professionals with the information:

- Measure the effectiveness of Multnomah County's Employment and Affirmative Action Program.
- Indicate any need for remedial action.

- Determine the degree to which Multnomah County's goals and objectives are being attained.
- Provide management with a working understanding of Multnomah County's Affirmative Action Plan goals and objectives.

F. Meeting with managers, supervisors, and employees to assure that Multnomah County's EEO policies are being followed.

G. Ensuring that supervisors understand that their work performance is being evaluated in part on the basis of their equal employment opportunity good faith efforts and results, and that it is their responsibility to prevent all types of unlawful workplace harassment.

H. Serving as a liaison between Multnomah County and enforcement agencies.

I. Serving as a liaison between Multnomah County and appropriate minority and women's organizations, and community action groups concerned with employment opportunities of minorities and women.

J. Keeping management informed of developments in the equal employment opportunity and affirmative action area.

K. Conducting a periodic audit to ensure that Multnomah County complies in the following ways:

- EEO posters are properly displayed.
- All employees are afforded the opportunity and are encouraged to participate in all Multnomah County-sponsored educational, training, recreation, and social activities.
- Complaint investigations follow appropriate guidelines.

2. The responsibilities of department directors, supervisors or line managers include the following:

A. Ensuring compliance with the spirit and intent of this plan and its various requirements.

B. Assisting the Affirmative Action Officer in the identification of any problem areas and helping to eliminate any barriers to equal employment opportunity.

- C. Whenever possible, becoming involved in local minority organizations, women's organizations, community action groups, and community service programs.
- D. Performing periodic reviews of hiring and promotion patterns and training programs to isolate impediments to the attainment of affirmative action goals and objectives. Results from these reviews are communicated through appropriate management meetings.
- E. Reviewing the qualifications of employees to ensure that minorities and women are given full opportunity for transfers and promotions.
- F. Providing career counseling for employees as needed.
- G. Specific actions required include:
- Demonstrated leadership and commitment to the concepts contained in this plan;
 - Integration of EEO principles into the department's/office's strategic and service mission;
 - Establishing processes for program accountability and barrier removal;
 - Report department/office program efforts and performance in accomplishing the objectives of this plan within the designated timelines; and
 - Proactive prevention or constructive action to resolve allegations of policy violations related to unlawful acts of discrimination and/or harassment.

3. The **Diversity, Equity and Affirmative Action Office** is responsible for promoting diversity, preventing and eliminating discriminatory barriers, and implementing strategies that ensure equity of access, opportunity for all, and cultural competency models. The Office is responsible for reporting departments/offices program efforts and accomplishments in accordance with the requirements contained in this plan; and to ensure that the organization fully and timely comply with the principles contained herein.

4. All **Human Resources Sections** are responsible for the equal employment opportunity and affirmative action program in support of the County's Affirmative Action Officer. As responsible parties of our personnel systems, specific duties include:

- Administering the County's personnel system in accordance with merit and equal opportunity principles;
- Periodically reviewing personnel policies and processes to determine if practices are supportive and consistent with the County's EEO/AA policy;
- Taking appropriate action to correct and eliminate any barriers hindering the implementation of our EEO policy;
- Recruiting in a manner that ensures that underutilized groups are afforded an equal opportunity to apply and compete for available positions;

- Taking action to eliminate any adverse impact found in any part of the hiring process that cannot be validated as job related and essential for the job;
- Assisting in processing, investigating and monitoring actions associated with discrimination/harassment/disability complaints;
- Advising and assisting managers/supervisors in carrying out their EEO responsibilities; and
- Completing reports required to assure that the departments/offices are in compliance with their obligations under this plan.

5. The responsibilities of Labor Relations are to manage issues involving bargaining contracts and grievances resulting from employee disputes regarding contract issues. Labor Relations will advise management on matters of discipline resulting from substandard performance and/or misconduct.

6. The Office of County Attorney is responsible for reviewing and advising on all legal matters and handling all suits, matters, and proceedings in which the County may have a legal interest. The Office of County Attorney provides legal counsel to the Affirmative Action Officer and human resources professionals on all issues relating to the implementation of this plan.

7. Employee are responsible for being familiar with the affirmative action program; complying with the objectives stated in the plan; demonstrate sensitivity and respect to fellow employees and the public around cultural diversity issues; acting in accordance with the precepts of the law and various ordinances of the County; and assisting in the investigation and/or resolution of complaints.

Organization Chart

The **Organization Chart** section captures the structure of the organization in relationship to the data contained in the plan.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Organization Chart

- 7005 - MCSO - Executive Office
 - 7010 - MCSO - Enforcement
 - 7015 - MCSO - Support
 - 7020 - MCSO - Corrections
 - 7025 - MCSO - Professional Standards
- 9000 - DA - Executive Office (unstaffed)
 - 9005 - DA - Office Administration
 - 9010 - DA - Felony Court
 - 9015 - DA - Misdemeanor Court
 - 9020 - DA - Family Justice
 - 9025 - DA - Office of Med Examiner
- A100 - CHR - Chair's Office (unstaffed)
 - 1000 - DHS - Director's Office
 - 1005 - DHS - Business Services (unstaffed)
 - 1030 - DHS - Operations & Support Srv
 - 1035 - DHS - Human Resources
 - 1045 - DHS - Information Services (unstaffed)
 - 1010 - DHS - Community Progs/P'ships (unstaffed)
 - 1015 - DHS - Developmtl Disabilities
 - 1020 - DHS - Behavioral Health
 - 1025 - DHS - School Based Health
 - 1040 - DHS - Verity (MHO)
 - 8005 - ADS - Director's Office
 - 8010 - ADS - Planning & Spec Projs (unstaffed)
 - 8015 - ADS - Long Term Care
 - 8020 - ADS - Community Services
 - 8025 - ADS - Business Services (unstaffed)
 - 8030 - ADS - Public Guardian
 - 8035 - ADS - Adult Care Home Program (unstaffed)
- 2000 - Health - Director's Office
 - 2005 - Health - Business Services
 - 2010 - Health - Dental Services
 - 2015 - Health - Neighborhood Health
 - 2020 - Health - SBC N'hood Health
 - 2025 - Health - Regulatory Health
 - 2030 - Health - Corrections Health
 - 2035 - Health - Disease Prev & Ctrl
 - 2040 - Health - Primary Care
 - 2050 - Health - Support Services
 - 2055 - Health - Planning & Dvmt
 - 2060 - Health - Organizational Dvmt (unstaffed)
- 3005 - DCJ - Director's Office
 - 3010 - DCJ - Information Systems
 - 3015 - DCJ - Employee & Community Dev
 - 3020 - DCJ - Business Services
 - 3025 - DCJ - Adult Comm Justice Mgmt
 - 3030 - DCJ - ACJ/Central Proc Svcs
 - 3035 - DCJ - ACJ/Supervision
 - 3040 - DCJ - ACJ/Sanctions & Services
 - 3045 - DCJ - Juv Comm Justice Mgmt
 - 3050 - DCJ - JCJ/Custody Services
 - 3055 - DCJ - JCJ/Couns & Court Svcs
 - 3060 - DCJ - JCJ/Family Court Svcs
 - 3065 - DCJ - JCJ/School Attend Init (unstaffed)
 - 3070 - DCJ - Treatment Services (unstaffed)
- 5005 - Library - Director's Office
 - 5010 - Library - Central Library
 - 5015 - Library - Community Services
 - 5020 - Library - Support Services
 - 5025 - Library - Outreach Services
 - 5030 - Library - Bond Projects (unstaffed)
- 6005 - DBCS - Director's Office
 - 4030 - DBCS - Elections
 - 4040 - DBCS - Property Valuation
 - 4050 - DBCS - Administration (unstaffed)
 - 4005 - DBCS - Animal Control
 - 4010 - DBCS - Facilities
 - 4015 - DBCS - Land Use Planning
 - 4025 - DBCS - Accounting Entities (unstaffed)
 - 4035 - DBCS - FREDS
 - 4045 - DBCS - Transportation
 - 6045 - DBCS - Emergency Management
 - 6020 - DBCS - Human Resources
 - 6010 - DBCS - Affirmative Action
 - 6015 - DBCS - Labor Relations
 - 6040 - DBCS - Risk Management
 - 6025 - DBCS - Finance
 - 4020 - DBCS - Tax Collection
 - 6030 - DBCS - Budget and Quality
 - 6035 - DBCS - Information Systems

Organization Chart

- | 6050 - DBCS - Office of Org'l Learning
 - | -A105 - CHR - LPSCC (unstaffed)
 - | -A110 - CHR - Public Affairs Office
 - | -A115 - CHR - MCCFC
- | C300 - Office of County Attorney
- B200 - Office of the Auditor (unstaffed)
- D400 - BCC - Dist. 1 (unstaffed)
- D405 - BCC - Dist. 2 (unstaffed)
- D410 - BCC - Dist. 3 (unstaffed)
- D415 - BCC - Dist. 4 (unstaffed)
- E500 - IND - CIC (unstaffed)
- E505 - IND - MHRC (unstaffed)
- E510 - IND - TSCC (unstaffed)
- G100 - OSCP - Ofc Schools & Comm Prtship

Work Force Analysis

The **Work Force Analysis** section is displayed by department and/or appropriate organizational unit, showing all job titles as they appear in the payroll records and/or collective bargaining agreements. Totals of all employees, including male, female, and minority representation is presented for each classification.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Workforce Analysis by Departments

Page 1

Department: 7005 MCSO - Executive Office

Top-level

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6033 ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6034 ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9007 CHAPLAIN	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1
6107 EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	4	1	1	0	0	0	0	3	3	0	0	0	0	0	0
9647 LIEUTENANT/CORRECTIONS	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9043 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9452 IT MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6409 NETWORK ADMINISTRATOR	N/A	2	5	3	3	0	0	0	0	2	2	0	0	0	0	0	0
6410 NETWORK ADMINISTRATOR, SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:			21	12	11	1	0	0	0	9	9	0	0	0	0	0	1

Workforce Analysis by Departments

>>>Department: 7010 MCSO - Enforcement

Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
6005 ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6035 ALARM ORDINANCE UNIT ADMINISTRATOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9627 CAPTAIN	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9625 CHIEF DEPUTY	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
2025 DEPUTY SHERIFF	N/A	4	4	4	4	0	0	0	0	0	0	0	0	0	0	0
1122 DEPUTY SHERIFF 2 *	N/A	4	17	16	13	1	1	0	1	1	1	0	0	0	0	3
1123 DEPUTY SHERIFF 3 *	N/A	4	30	26	24	0	1	0	1	4	4	0	0	0	0	2
1136 DEPUTY SHERIFF 3 LG *	N/A	4	9	9	8	0	0	0	1	0	0	0	0	0	0	1
6182 EQUIPMENT MECHANIC 2	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6107 EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9705 LIEUTENANT	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	7	0	0	0	0	0	0	7	7	0	0	0	0	0
1141 SCIENTIFIC INVESTIGATOR 3 LGN/A *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1131 SERGEANT 3 *	N/A	3	8	7	7	0	0	0	0	1	1	0	0	0	0	0
1146 SERGEANT 3 *	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0
1158 SERGEANT 3 LG**	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0
Total:			92	74	68	1	2	0	3	18	18	0	0	0	0	6

>>>Department: 7015 MCSO - Support

Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
6033 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9673 AUXILIARY SERVICES MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6248 BACKGROUND INVESTIGATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
2029 CORRECTIONS OFFICER	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0
1010 CORRECTIONS OFFICER LG *	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

1007	CORRECTIONS OFFICER/7% *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
1021	CORRECTIONS SERGEANT/7% LG	N/A	4	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
1015	CORRECTIONS SERGEANT/7%LGN/A *	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6266	CORRECTIONS TECHNICIAN	N/A	5	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
1120	DEPUTY SHERIFF 1 *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
1122	DEPUTY SHERIFF 2 *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
1123	DEPUTY SHERIFF 3 *	N/A	4	1	1	0	0	0	0	1	0	0	0	0	0	0	0	1
6107	EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	30	17	17	0	0	0	0	13	11	1	1	0	0	0	2
9336	FINANCE MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6029	FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9670	HUMAN RESOURCES ANALYST 2	N/A	2	4	0	0	0	0	0	0	4	4	0	0	0	0	0	0
9715	HUMAN RESOURCES MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9024	LAUNDRY SUPERVISOR	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9202	MCSO CORRECTIONS PROGRAM ADMIN	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9622	MCSO CORRECTIONS PROGRAM MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6150	MCSO RECORDS TECHNICIAN	N/A	6	18	4	2	1	1	0	0	14	10	3	0	0	0	1	6
9646	MCSO RECORDS UNIT MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	11	1	1	0	0	0	0	10	8	1	0	0	0	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	1	1	0	0	0	0	4	4	0	0	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6112	PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
1131	SERGEANT 3 *	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0

Workforce Analysis by Departments

6245	SEWING SPECIALIST	N/A	8	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6404	DESKTOP SUPPORT SPECIALIST, N/A SENIOR		3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			99	34	28	2	3	0	1	65	55	6	2	0	2	16	

>>>Department: 7020 MCSO - Corrections
 Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9627 CAPTAIN	N/A	2	4	2	2	0	0	0	0	2	2	0	0	0	0	0
9625 CHIEF DEPUTY	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	
1017 CORRECTION OFFICER/4% LG	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	
6264 CORRECTIONS HEARINGS OFFICER	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	
2029 CORRECTIONS OFFICER	N/A	4	121	100	89	9	1	0	1	21	18	0	0	2	1	
1010 CORRECTIONS OFFICER LG *	N/A	4	9	7	5	0	0	0	2	2	2	0	0	0	0	
1016 CORRECTIONS OFFICER LG20	N/A	4	4	1	0	1	0	0	0	3	3	0	0	0	0	
1006 CORRECTIONS OFFICER/4% *	N/A	4	93	73	64	2	1	0	6	20	17	2	1	0	0	
1011 CORRECTIONS OFFICER/4% LG * N/A	N/A	4	7	7	5	2	0	0	0	0	0	0	0	0	0	
1007 CORRECTIONS OFFICER/7% *	N/A	4	80	55	44	8	1	1	1	25	21	2	0	0	2	
1018 CORRECTIONS OFFICER/7% LG	N/A	4	18	17	14	3	0	0	0	1	0	1	0	0	0	
1012 CORRECTIONS OFFICER/7% LG * N/A	N/A	4	64	55	48	5	0	0	2	9	9	0	0	0	0	
1013 CORRECTIONS SERGEANT LG*	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	
1008 CORRECTIONS SERGEANT/4%*	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	
1014 CORRECTIONS SERGEANT/4%LGN/A *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	
1021 CORRECTIONS SERGEANT/7% LG	N/A	4	5	3	1	2	0	0	0	2	2	0	0	0	0	
1009 CORRECTIONS SERGEANT/7%*	N/A	4	11	9	8	1	0	0	0	2	2	0	0	0	0	
1015 CORRECTIONS SERGEANT/7%LGN/A *	N/A	4	23	15	13	1	0	0	1	8	7	1	0	0	0	
6266 CORRECTIONS TECHNICIAN	N/A	5	3	1	1	0	0	0	0	2	1	1	0	0	0	
1123 DEPUTY SHERIFF 3 *	N/A	4	2	2	2	0	0	0	0	0	0	0	0	0	0	
1136 DEPUTY SHERIFF 3 LG *	N/A	4	2	1	1	0	0	0	0	1	1	0	0	0	0	
9686 FACILITIES DEV & SERVICES MGR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	
6258 FACILITY SECURITY OFFICER	N/A	5	45	28	25	1	1	0	1	17	16	0	1	0	4	
9647 LIEUTENANT/CORRECTIONS	N/A	2	6	2	2	0	0	0	0	4	2	2	0	0	2	

Workforce Analysis by Departments

6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
1131	SERGEANT 3 *	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
1146	SERGEANT 3 *	N/A	3	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9743	SHERIFF'S OPERATIONS ADMIN	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9650	LIEUTENANT ENHANCED	N/A	2	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0
Total:			512	389	335	35	4	1	14	123	107	9	2	2	3	70		

>>>Department: 7025 MCSO - Professional Standards
 Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min		
				T	W	B	A	N	H	T	W	B	A	N	H			
9627	CAPTAIN	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6268	CORRECTIONS COUNSELOR	N/A	24	14	13	0	1	0	0	10	8	0	1	0	1	0	1	3
2029	CORRECTIONS OFFICER	N/A	8	5	4	0	1	0	0	3	2	0	0	0	1	0	2	2
1006	CORRECTIONS OFFICER/4% *	N/A	8	8	6	2	0	0	0	0	0	0	0	0	0	0	0	2
1007	CORRECTIONS OFFICER/7% *	N/A	6	5	4	1	0	0	0	1	1	0	0	0	0	0	0	1
1018	CORRECTIONS OFFICER/7% LG	N/A	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
1012	CORRECTIONS OFFICER/7% LG *N/A	N/A	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
1015	CORRECTIONS SERGEANT/7%LGN/A *	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
6266	CORRECTIONS TECHNICIAN	N/A	4	2	0	1	0	1	0	2	1	0	0	0	1	0	3	3
9202	MCSO CORRECTIONS PROGRAM ADMIN	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
6151	MCSO RECORDS SUPERVISOR	N/A	6	2	2	0	0	0	0	4	3	0	1	0	0	0	1	1
6150	MCSO RECORDS TECHNICIAN	N/A	27	10	8	0	1	0	1	17	16	1	0	0	0	0	3	3
6001	OFFICE ASSISTANT 2	N/A	4	0	0	0	0	0	0	4	2	0	1	0	1	0	2	2
1131	SERGEANT 3 *	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
9743	SHERIFF'S OPERATIONS ADMIN	N/A	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Total:			96	52	43	4	3	1	1	44	36	1	3	0	4	17		

Workforce Analysis by Departments

Department: 9000 DA - Executive Office (unstaffed)

Top-level

>>>Department: 9005 DA - Office Administration

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9664 D A OPERATIONS MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6252 DEPUTY DISTRICT ATTORNEY 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9080 HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9061 HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6241 LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6112 PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6404 DESKTOP SUPPORT SPECIALIST, SENIOR	N/A	3	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6405 DEVELOPMENT ANALYST	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
9452 IT MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9451 IT SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6409 NETWORK ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
Total:			17	4	4	0	0	0	0	13	7	1	4	0	1	6

Workforce Analysis by Departments

>>>Department: 9010 DA - Felony Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
6249 D A INVESTIGATOR	N/A	5	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9445 D A INVESTIGATOR/CHIEF	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6252 DEPUTY DISTRICT ATTORNEY 2	N/A	2	14	7	7	0	0	0	0	7	5	1	1	0	0	2
6253 DEPUTY DISTRICT ATTORNEY 3	N/A	2	11	6	5	0	1	0	0	5	5	0	0	0	0	1
6254 DEPUTY DISTRICT ATTORNEY 4	N/A	2	8	8	8	0	0	0	0	0	0	0	0	0	0	0
6246 LEGAL ASSISTANT	N/A	6	10	0	0	0	0	0	0	10	10	0	0	0	0	0
6241 LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	6	0	0	0	0	0	0	6	5	1	0	0	0	1
6002 OFFICE ASSISTANT/SENIOR	N/A	6	11	1	1	0	0	0	0	10	10	0	0	0	0	0
9025 OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			66	24	23	0	1	0	0	42	39	2	1	0	0	4

>>>Department: 9015 DA - Misdemeanor Court

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
6251 DEPUTY DISTRICT ATTORNEY 1	N/A	2	14	9	5	0	2	0	2	5	3	1	1	0	0	6
6253 DEPUTY DISTRICT ATTORNEY 3	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
6254 DEPUTY DISTRICT ATTORNEY 4	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6246 LEGAL ASSISTANT	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6241 LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	7	0	0	0	0	0	0	7	7	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	1	1	0	0	0	1
Total:			31	14	10	0	2	0	2	17	14	2	1	0	0	7

Workforce Analysis by Departments

>>>Department: 9020 DA - Family Justice

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6249 D A INVESTIGATOR	N/A	5	3	2	2	0	0	0	0	1	1	0	0	0	0	0
6251 DEPUTY DISTRICT ATTORNEY 1	N/A	2	4	2	2	0	0	0	0	2	2	0	0	0	0	0
6252 DEPUTY DISTRICT ATTORNEY 2	N/A	2	6	2	2	0	0	0	0	4	4	0	0	0	0	0
6253 DEPUTY DISTRICT ATTORNEY 3	N/A	2	14	7	6	0	0	0	1	7	7	0	0	0	0	1
6254 DEPUTY DISTRICT ATTORNEY 4	N/A	2	4	0	0	0	0	0	0	4	3	0	1	0	0	1
6246 LEGAL ASSISTANT	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6241 LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	12	0	0	0	0	0	0	12	9	2	1	0	0	3
6002 OFFICE ASSISTANT/SENIOR	N/A	6	6	0	0	0	0	0	0	6	5	1	0	0	0	1
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9025 OPERATIONS SUPERVISOR	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6250 SUPPORT ENFORCEMENT AGENT	N/A	3	12	1	1	0	0	0	0	11	11	0	0	0	0	0
6247 VICTIM ADVOCATE	N/A	5	7	0	0	0	0	0	0	7	6	1	0	0	0	1
6405 DEVELOPMENT ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6409 NETWORK ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			78	16	15	0	0	0	1	62	56	4	2	0	0	7

>>>Department: 9025 DA - Office of Med Examiner

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9064 CHIEF DEPUTY MEDICAL EXAMINER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6282 DEPUTY MEDICAL EXAMINER	N/A	2	5	4	4	0	0	0	0	1	1	0	0	0	0	0
6000 OFFICE ASSISTANT 1	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6286 PATHOLOGIST ASSISTANT	N/A	3	2	1	1	0	0	0	0	1	0	0	1	0	0	1
Total:			10	7	7	0	0	0	0	3	2	0	1	0	0	1

Workforce Analysis by Departments

Department: A100 CHR - Chair's Office (unstaffed)

Top-level

>>>Department: 1000 DHS - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	2	1	0	1	0	0	0	1	1	0	0	0	0	1
Total:			9	1	0	1	0	0	0	8	8	0	0	0	0	1

>>>>>Department: 1005 DHS - Business Services (unstaffed)

Reports to: 1000 DHS - Director's Office

>>>>>>>Department: 1030 DHS - Operations & Support Srv

Reports to: 1005 DHS - Business Services

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6017 CONSTRUCTION PROJECTS SPEC	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9336 FINANCE MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	7	2	0	0	1	0	0	5	5	0	0	0	0	2
6030 FISCAL SPECIALIST 2	N/A	2	6	4	3	0	0	0	1	2	1	0	1	0	0	2
6032 FISCAL SPECIALIST/SENIOR	N/A	2	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	1	1	0	0	0	1
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	5	2	2	0	0	0	0	3	2	1	0	0	0	1

Workforce Analysis by Departments

6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			31	14	10	0	2	0	1	17	14	2	1	0	0	7	

>>>>>>>Department: 1035 DHS - Human Resources
 Reports to: 1005 DHS - Business Services

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9670 HUMAN RESOURCES ANALYST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9748 HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	0	2	0	0	0	2
6101 HUMAN RESOURCES TECHNICIAN	N/A	6	2	1	0	0	1	0	0	1	0	1	0	0	0	2
Total:			6	2	1	0	1	0	0	4	1	3	0	0	0	4

>>>>>>>Department: 1015 DHS - Developmtl Disabilities
 Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6299 CASE MANAGEMENT ASSISTANT	N/A	6	6	3	2	1	0	0	0	3	3	0	0	0	0	1
6297 CASE MANAGER 2	N/A	2	45	15	10	2	3	0	0	30	23	5	0	0	2	12
6296 CASE MANAGER/SENIOR	N/A	2	5	1	1	0	0	0	0	4	3	1	0	0	0	1
9745 CFS ADMINISTRATOR	N/A	1	4	2	0	0	1	0	1	2	1	1	0	0	0	3
9008 CFS SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6074 DATA TECHNICIAN	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6322 MEDICAL RECORDS TECH/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	4	1	1	0	0	0	0	3	2	1	0	0	0	1
6002 OFFICE ASSISTANT/SENIOR	N/A	6	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	12	6	5	1	0	0	0	6	6	0	0	0	0	1
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:			87	31	22	4	4	0	1	56	45	8	0	0	3	20		

>>>>>Department: 1020 DHS - Behavioral Health
Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6291 ALCOHOL/DRUG EVALUATION SPEC	N/A	2	11	6	2	1	0	1	2	5	3	1	0	0	1	6
9008 CFS SUPERVISOR	N/A	2	6	2	0	1	0	1	0	4	3	0	0	0	1	3
6321 MEDICAL RECORDS TECHNICIAN	N/A	6	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6365 MENTAL HEALTH CONSULTANT	N/A	2	38	13	11	1	0	0	1	25	20	2	2	0	1	7
6001 OFFICE ASSISTANT 2	N/A	6	10	2	2	0	0	0	0	8	5	1	0	0	1	3
6002 OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	4	1	1	0	0	0	0	3	3	0	0	0	0	0
6020 PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			76	25	17	3	0	2	3	51	38	5	2	0	5	21

Workforce Analysis by Departments

>>>>>Department: 1025 DHS - School Based Health

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6365	MENTAL HEALTH CONSULTANT	N/A	2	14	3	2	0	0	0	1	11	10	0	0	0	1	2
Total:			14	3	2	0	0	0	1	11	10	0	0	0	1	2	

>>>>>Department: 1040 DHS - Verity (MHO)

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9530	EMS MEDICAL DIRECTOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9008	CFS SUPERVISOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6074	DATA TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6030	FISCAL SPECIALIST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6365	MENTAL HEALTH CONSULTANT	N/A	2	18	5	2	2	1	0	0	13	10	0	3	0	0	6
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	1	0	0	1	0	0	1	0	0	1	0	0	2
9615	PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	1
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			33	9	5	2	2	0	0	24	19	1	4	0	0	9	

Workforce Analysis by Departments

>>>>>>Department: 8005 ADS - Director's Office

Reports to: 1000 DHS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6103 HUMAN RESOURCES ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9615 PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9063 PROJECT MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			8	1	1	0	0	0	0	7	6	1	0	0	0	1

>>>>>>>>Department: 8015 ADS - Long Term Care

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6299 CASE MANAGEMENT ASSISTANT	N/A	6	6	0	0	0	0	0	0	6	5	0	1	0	0	1
6298 CASE MANAGER 1	N/A	5	16	3	2	0	1	0	0	13	9	3	1	0	0	5
6297 CASE MANAGER 2	N/A	2	46	12	10	1	1	0	0	34	30	2	2	0	0	6
6296 CASE MANAGER/SENIOR	N/A	2	31	7	5	0	1	0	1	24	19	5	0	0	0	7
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	5	1	1	0	0	0	0	4	4	0	0	0	0	0
6013 COMMUNITY INFORMATION SPEC	N/A	3	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6292 DEPUTY PUBLIC GUARDIAN	N/A	2	5	2	1	1	0	0	0	3	3	0	0	0	0	1
6058 HEARINGS SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6009 MEDICAL SERVICES CLERK	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	21	1	1	0	0	0	0	20	17	0	2	0	1	3
6002 OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	2	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	10	1	0	0	0	0	1	9	8	1	0	0	0	2
6020 PROGRAM DEVELOPMENT	N/A	5	3	2	1	1	0	0	0	1	1	0	0	0	0	1

Workforce Analysis by Departments

TECH																	
9615	PROGRAM MANAGER 1	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	7	3	1	0	1	0	1	4	4	0	0	0	0	2
6088	Program Development Spec,SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	7	2	2	0	0	0	0	5	4	0	0	0	1	1
6290	VETERANS SERVICES OFFICER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			172	41	31	3	4	0	3	131	111	11	6	0	3	30	

>>>>>>>>>Department: 8020 ADS - Community Services

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6033 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6299 CASE MANAGEMENT ASSISTANT	N/A	6	3	1	1	0	0	0	0	2	1	1	0	0	0	1	
6298 CASE MANAGER 1	N/A	5	29	7	7	0	0	0	0	22	16	2	3	0	1	6	
6297 CASE MANAGER 2	N/A	2	26	5	5	0	0	0	0	21	18	1	0	0	2	3	
6296 CASE MANAGER/SENIOR	N/A	2	12	3	3	0	0	0	0	9	8	0	1	0	0	1	
6315 COMMUNITY HEALTH NURSE	N/A	2	3	0	0	0	0	0	0	3	3	0	0	0	0	0	
6013 COMMUNITY INFORMATION SPEC	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6058 HEARINGS SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
6001 OFFICE ASSISTANT 2	N/A	6	17	2	2	0	0	0	0	15	12	2	0	0	1	3	
6002 OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	0	4	3	0	0	0	1	1	
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	2	1	0	0	1	0	0	1	1	0	0	0	0	1	
6020 PROGRAM DEVELOPMENT	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
TECH																	
9360 PROGRAM MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
9361 PROGRAM SUPERVISOR	N/A	2	4	1	1	0	0	0	0	3	3	0	0	0	0	0	
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Total:			108	22	21	0	1	0	0	86	71	6	4	0	5	16	

Workforce Analysis by Departments

Department: 8030 ADS - Public Guardian

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:			1	0	0	0	0	0	0	1	1	0	0	0	0	0	0

Department: 2000 Health - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9619 DEPUTY DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9694 HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9696 HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	0	2	0	0	0	0	2
6001 OFFICE ASSISTANT 2	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:			9	3	3	0	0	0	0	6	3	2	1	0	0	0	3

Department: 2005 Health - Business Services

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9730 BUDGET ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6300 ELIGIBILITY SPECIALIST	N/A	5	14	3	0	1	0	0	2	11	3	3	2	0	3	11	
6027 FISCAL ASSISTANT/SENIOR	N/A	6	11	4	0	1	1	1	1	7	5	1	0	0	1	6	
6029 FISCAL SPECIALIST 1	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
6030 FISCAL SPECIALIST 2	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0	

Workforce Analysis by Departments

9335	FISCAL SPECIALIST SUPERVISOR	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
9693	HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9695	HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9696	HEALTH SERVICES SPECIALIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9670	HUMAN RESOURCES ANALYST 2	N/A	2	3	2	1	1	0	0	0	1	1	0	0	0	0	1
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	1	0	0	0	0	1	1	0	0	0	0	1	2
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9061	HUMAN RESOURCES TECHNICIAN	N/A	6	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	0	5	2	0	1	1	0	3
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7232	PRODUCTION/GRAPHIC DESIGN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9115	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9615	PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6112	PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				59	19	9	4	1	1	4	40	22	8	3	1	5	28

Workforce Analysis by Departments

>>>>>Department: 2010 Health - Dental Services

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
6047 COMMUNITY HEALTH WORKER 2	N/A	5	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1
6347 DENTAL ASSISTANT/RECEPTIONIST	N/A	3	26	0	0	0	0	0	0	26	19	2	4	0	1	7	
9500 DENTAL HEALTH OFFICER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
6348 DENTAL HYGIENIST	N/A	3	9	2	2	0	0	0	0	7	5	0	2	0	0	2	
9390 DENTIST	N/A	2	11	4	3	0	0	0	0	7	5	0	2	0	0	3	
9430 DENTIST/SENIOR	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0	
6294 HEALTH ASSISTANT	N/A	5	5	2	1	0	0	0	1	3	2	0	0	0	1	2	
6352 HEALTH EDUCATOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0	
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0	
9696 HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
6001 OFFICE ASSISTANT 2	N/A	6	5	2	0	0	0	0	2	3	1	0	0	0	2	4	
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Total:			71	13	9	0	0	0	3	58	42	3	8	0	5	20	

>>>>>Department: 2015 Health - Neighborhood Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	65	0	0	0	0	0	0	65	56	4	3	0	1	9
6046 COMMUNITY HEALTH WORKER 1	N/A	5	5	0	0	0	0	0	0	5	1	1	0	0	3	4
6047 COMMUNITY HEALTH WORKER 2	N/A	5	13	1	1	0	0	0	0	12	6	2	0	0	4	6
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	1	1
6294 HEALTH ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	0	0	0	0	1	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	5	0	0	0	0	0	0	5	5	0	0	0	0	0

Workforce Analysis by Departments

9695	HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	0	1	0	0	0	0	1	1
9696	HEALTH SERVICES SPECIALIST	N/A	3	5	1	0	0	0	0	1	4	3	0	0	0	0	0	2
6321	MEDICAL RECORDS TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6314	NURSE PRACTITIONER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6342	NUTRITION ASSISTANT	N/A	5	15	1	1	0	0	0	0	14	2	2	3	0	7	12	
6340	NUTRITIONIST	N/A	2	5	0	0	0	0	0	0	5	4	0	0	0	0	1	
6001	OFFICE ASSISTANT 2	N/A	6	18	1	0	0	1	0	0	17	8	2	2	0	5	10	
6002	OFFICE ASSISTANT/SENIOR	N/A	6	12	4	4	0	0	0	0	8	6	0	0	0	1	2	
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	0	0	0	0	0	0	3	1	1	0	0	1	2	
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	0	0	1	0	0	1	
9360	PROGRAM MANAGER 2	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1	
6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
Total:			156	9	7	0	1	0	1	147	96	13	9	0	25	53		

>>>>>>>> Department: 2020 Health - SBC N'hood Health
 Reports to: 2015 Health - Neighborhood Health

Job Code & Title	Grade	EEO	Tot Emp	MALE							FEMALE							Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H			
6315	COMMUNITY HEALTH NURSE	N/A	2	5	0	0	0	0	0	0	5	4	1	0	0	0	1	
6047	COMMUNITY HEALTH WORKER 2	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6294	HEALTH ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6352	HEALTH EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9693	HEALTH SERVICES ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
9696	HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
6303	LICENSED COMM PRACTICAL NURSE	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
6314	NURSE PRACTITIONER	N/A	2	6	1	1	0	0	0	0	5	5	0	0	0	0	0	
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	5	4	1	0	0	0	1	
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	

Workforce Analysis by Departments

Total: 26 3 3 0 0 0 0 23 21 2 0 0 0 2

>>>>>Department: 2025 Health - Regulatory Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9530 EMS MEDICAL DIRECTOR	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6073 DATA ANALYST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9550 HEALTH OFFICER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9694 HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9490 PHYSICIAN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Total:			8	5	4	0	1	0	0	3	3	0	0	0	0	0	1

>>>>>Department: 2030 Health - Corrections Health

Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6033 ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6315 COMMUNITY HEALTH NURSE	N/A	2	64	12	12	0	0	0	0	52	49	0	2	1	0	0	3
6347 DENTAL ASSISTANT/RECEPTIONIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9430 DENTIST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6294 HEALTH ASSISTANT	N/A	5	2	0	0	0	0	0	0	2	1	0	0	0	0	1	1
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0	0
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6303 LICENSED COMM PRACTICAL NURSE	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6321 MEDICAL RECORDS TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0

Workforce Analysis by Departments

6365	MENTAL HEALTH CONSULTANT	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6314	NURSE PRACTITIONER	N/A	2	3	0	0	0	0	0	0	3	2	1	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	15	2	2	0	0	0	0	13	11	0	0	1	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9355	PHARMACIST	N/A	2	2	1	1	0	0	0	0	1	0	0	0	0	0	1
6119	PHARMACY TECHNICIAN	N/A	3	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9490	PHYSICIAN	N/A	2	5	4	4	0	0	0	0	1	1	0	0	0	0	0
Total:			109	24	24	0	0	0	0	0	85	76	2	2	2	2	9

>>>>>Department: 2035 Health - Disease Prev & Ctrl
 Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6093 CHEMICAL APPLICATOR OPERATOR	N/A	7	3	3	2	0	0	0	0	0	0	0	0	0	0	0	1
6315 COMMUNITY HEALTH NURSE	N/A	2	21	6	5	1	0	0	0	15	11	0	2	0	2	5	
6047 COMMUNITY HEALTH WORKER 2	N/A	5	17	7	1	1	2	0	3	10	4	2	1	1	2	12	
9747 DATA ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6356 ENVIRONMENTAL HEALTH SPECIALIST	N/A	2	17	13	8	0	4	0	0	4	2	0	0	0	2	7	
9062 ENVIRONMENTAL HEALTH SUPERVISOR	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	1	
6294 HEALTH ASSISTANT	N/A	5	3	0	0	0	0	0	0	3	1	0	0	0	2	2	
6352 HEALTH EDUCATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6024 HEALTH INFORMATION SPEC/SENIOR	N/A	5	4	1	0	0	0	0	1	3	2	1	0	0	0	2	
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	4	2	1	0	1	0	0	2	2	0	0	0	0	1	
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	8	1	0	0	1	0	0	7	7	0	0	0	0	1	
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9696 HEALTH SERVICES SPECIALIST	N/A	3	9	1	1	0	0	0	0	8	7	0	0	1	0	1	
6359 NUISANCE ENFORCEMENT OFFICER	N/A	4	1	1	0	0	0	0	1	0	0	0	0	0	0	1	

Workforce Analysis by Departments

6314	NURSE PRACTITIONER	N/A	2	5	1	1	0	0	0	0	4	4	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	20	6	4	0	0	0	2	14	10	0	0	0	4	6
6002	OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9355	PHARMACIST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9490	PHYSICIAN	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
6316	PHYSICIAN ASSISTANT	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPECN/A	N/A	2	6	4	4	0	0	0	0	2	2	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	3	0	0	0	0	0	0	3	2	0	0	0	1	1
6336	X-RAY TECHNICIAN	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6012	CLINIC MEDICAL ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
Total:			141	53	33	2	9	0	7	88	66	4	3	2	13	42	

>>>>>>Department: 2040 Health -Primary Care
 Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	0	2	0	1	0	0	1	2
6315 COMMUNITY HEALTH NURSE	N/A	2	52	5	4	0	1	0	0	47	40	3	2	0	0	8
6047 COMMUNITY HEALTH WORKER 2	N/A	5	3	1	1	0	0	0	0	2	0	0	0	0	2	2
6030 FISCAL SPECIALIST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6294 HEALTH ASSISTANT	N/A	5	40	12	1	2	2	0	7	28	11	1	1	0	14	28
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	5	3	3	0	0	0	0	2	1	0	1	0	0	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	9	2	1	0	1	0	0	7	5	2	0	0	0	3
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9696 HEALTH SERVICES SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6333 LABORATORY TECHNICIAN	N/A	3	5	1	1	0	0	0	0	4	3	0	0	0	1	1
6303 LICENSED COMM PRACTICAL NURSE	N/A	3	12	1	1	0	0	0	0	11	9	1	0	0	1	2
9520 MEDICAL DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0

Workforce Analysis by Departments

6321	MEDICAL RECORDS TECHNICIAN	N/A	6	6	0	0	0	0	0	0	6	5	0	1	0	0	1
6314	NURSE PRACTITIONER	N/A	2	21	0	0	0	0	0	0	21	21	0	0	0	0	0
6340	NUTRITIONIST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	42	9	3	0	0	0	5	33	18	2	2	0	11	21
6002	OFFICE ASSISTANT/SENIOR	N/A	6	15	3	0	2	0	0	1	12	5	2	2	0	3	10
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9490	PHYSICIAN	N/A	2	19	9	7	0	2	0	0	10	7	0	1	0	1	5
6316	PHYSICIAN ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6295	SOCIAL WORKER	N/A	2	5	0	0	0	0	0	0	5	3	0	0	0	2	2
6336	X-RAY TECHNICIAN	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	1
6012	CLINIC MEDICAL ASSISTANT	N/A	5	11	1	0	0	0	0	1	10	5	0	2	0	2	6
Total:				255	51	25	4	7	0	14	204	136	13	12	0	38	94

>>>>>>Department: 2050 Health - Support Services
 Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6017 CONSTRUCTION PROJECTS SPEC	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6294 HEALTH ASSISTANT	N/A	5	9	3	2	0	0	0	1	6	2	0	1	0	3	5	
6019 HEALTH INFORMATION SPECIALIST 1	N/A	3	6	1	0	0	0	0	1	5	3	0	1	0	1	3	
9026 HEALTH INFORMATION SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
9692 HEALTH OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
9694 HEALTH SERVICES MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9696 HEALTH SERVICES SPECIALIST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6335 LABORATORY SPECIALIST	N/A	2	6	2	1	0	0	0	0	4	4	0	0	0	0	1	
6333 LABORATORY TECHNICIAN	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
6322 MEDICAL RECORDS TECH/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1	
9355 PHARMACIST	N/A	2	10	6	5	0	0	0	1	4	3	0	1	0	0	2	
9357 PHARMACY SERVICES MANAGER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	

Workforce Analysis by Departments

6119	PHARMACY TECHNICIAN	N/A	3	8	1	1	0	0	0	0	7	6	0	1	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:				51	14	10	0	0	0	3	37	27	1	4	0	5	14

>>>>>>Department: 2055 Health - Planning & Dvmt
 Reports to: 2000 Health - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6047 COMMUNITY HEALTH WORKER 2	N/A	5	1	0	0	0	0	0	0	0	1	0	0	0	0	1	1
9693 HEALTH SERVICES ADMINISTRATOR	N/A	2	4	1	1	0	0	0	0	3	2	0	1	0	0	0	1
9695 HEALTH SERVICES MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9696 HEALTH SERVICES SPECIALIST	N/A	3	2	0	0	0	0	0	0	2	1	0	0	0	0	1	1
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9798 PRINCIPAL INVESTIGATOR	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0
6020 PROGRAM DEVELOPMENT TECH	N/A	5	3	0	0	0	0	0	0	3	1	1	0	0	1	2	
6085 RESEARCH/EVALUATION ANALYST 1	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	5	2	2	0	0	0	0	3	3	0	0	0	0	0	0
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	2	1	1	0	0	0	0	1	0	0	1	0	0	0	1
9041 RESEARCH/EVALUATION SUPERVISOR	N/A	2	7	2	2	0	0	0	0	5	4	0	1	0	0	0	1
Total:			34	11	10	0	1	0	0	23	16	1	3	0	3	8	

Workforce Analysis by Departments

>>>Department: 3005 DCJ - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6054 ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9710 MANAGEMENT ASSISTANT	N/A	2	2	2	1	1	0	0	0	0	0	0	0	0	0	1
6021 PROGRAM DEVELOPMENT SPECN/A		2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			6	2	1	1	0	0	0	4	4	0	0	0	0	1

>>>>>Department: 3010 DCJ - Information Systems

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6157 JUVENILE RECORDS TECHNICIAN	N/A	5	4	0	0	0	0	0	0	4	4	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	0	5	4	1	0	0	0	1
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			13	1	1	0	0	0	0	12	10	2	0	0	0	2

Workforce Analysis by Departments

>>>>>Department: 3015 DCJ - Employee & Community Dev

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9670 HUMAN RESOURCES ANALYST 2	N/A	2	3	0	0	0	0	0	0	3	2	0	1	0	0	1
9748 HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9621 HUMAN RESOURCES MANAGER 2	N/A	1	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6101 HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6263 VOLUNTEER COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			11	2	2	0	0	0	0	9	8	0	1	0	0	1

>>>>>Department: 3020 DCJ - Business Services

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6029 FISCAL SPECIALIST 1	N/A	3	4	0	0	0	0	0	0	4	3	0	1	0	0	1
6030 FISCAL SPECIALIST 2	N/A	2	2	2	0	0	1	1	0	0	0	0	0	0	0	2
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	5	1	1	0	0	0	0	4	2	1	0	1	0	2
6020 PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6112 PURCHASING SPECIALIST 1	N/A	5	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6085 RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	3	0	0	0	0	0	0	3	1	0	1	1	0	2

Workforce Analysis by Departments

6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
9041	RESEARCH/EVALUATION SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0
Total:			24	5	3	0	1	1	0	19	13	2	2	2	0	8		

Department: 3025 DCJ - Adult Comm Justice Mgmt
 Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0
Total:			5	2	2	0	0	0	0	3	3	0	0	0	0	0	0

Department: 3030 DCJ - ACJ/Central Proc Svcs
 Reports to: 3025 DCJ - Adult Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6003 CLERICAL UNIT SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	1	1	0	0	0	0	1
6267 COMMUNITY WORKS LEADER	N/A	4	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6268 CORRECTIONS COUNSELOR	N/A	2	2	1	0	0	0	0	1	1	1	0	0	0	0	0	1
6266 CORRECTIONS TECHNICIAN	N/A	5	27	4	4	0	0	0	0	23	20	1	1	1	0	3	
6001 OFFICE ASSISTANT 2	N/A	6	13	0	0	0	0	0	0	13	9	2	1	0	1	4	
6002 OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	5	4	0	0	0	1	1	
9720 OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6276 PROBATION/PAROLE OFFICER	N/A	2	24	8	8	0	0	0	0	16	15	0	0	0	1	1	
9615 PROGRAM MANAGER 1	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
9360 PROGRAM MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9361 PROGRAM SUPERVISOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1	
Total:			79	17	15	1	0	0	1	62	52	4	2	1	3	12	

Workforce Analysis by Departments

Total: 63 27 21 6 0 0 0 36 29 3 2 1 1 13

>>>>>>Department: 3045 DCJ - Juv Comm Justice Mgmt
 Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6272 JUVENILE COUNSELOR	N/A	2	3	0	0	0	0	0	0	3	1	1	1	0	0	0	2
9615 PROGRAM MANAGER 1	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:			6	2	2	0	0	0	0	4	2	1	1	0	0	2	

>>>>>>>>Department: 3050 DCJ - JCJ/Custody Services
 Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6344 BASIC SKILLS EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6003 CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6272 JUVENILE COUNSELOR	N/A	2	5	2	2	0	0	0	0	3	3	0	0	0	0	0	0
6273 JUVENILE CUSTODY SERVICES SPEC	N/A	4	65	39	22	8	6	0	3	26	19	3	3	1	0	24	
6365 MENTAL HEALTH CONSULTANT	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	5	0	0	0	0	0	0	5	5	0	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9615 PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1	
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	
9361 PROGRAM SUPERVISOR	N/A	2	5	4	0	2	0	0	2	1	1	0	0	0	0	4	
Total:			87	48	27	10	6	0	5	39	31	3	4	1	0	29	

Workforce Analysis by Departments

>>>>>>>>Department: 3055 DCJ - JCJ/Couns & Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6267	COMMUNITY WORKS LEADER	N/A	4	8	6	2	4	0	0	0	2	2	0	0	0	0	4
6266	CORRECTIONS TECHNICIAN	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6285	JUVENILE COUNSELING ASSISTANT	N/A	5	11	4	1	2	1	0	0	7	5	0	1	0	1	5
6272	JUVENILE COUNSELOR	N/A	2	41	15	7	6	2	0	0	26	20	2	0	2	2	14
6365	MENTAL HEALTH CONSULTANT	N/A	2	3	1	0	1	0	0	0	2	2	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	4	0	0	0	0	0	0	4	2	0	0	1	1	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	10	1	1	0	0	0	0	9	8	0	1	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	7	3	3	0	0	0	0	4	2	1	1	0	0	2
Total:				91	33	16	13	4	0	0	58	45	3	3	3	4	30

>>>>>>>>Department: 3060 DCJ - JCJ/Family Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9684	FAMILY SERVICES MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6369	MARRIAGE AND FAMILY COUNSELOR	N/A	2	4	1	1	0	0	0	0	3	3	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Total:				8	1	1	0	0	0	0	7	7	0	0	0	0	0

Workforce Analysis by Departments

>>>Department: 5005 Library - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9006 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7207 GRAPHIC DESIGNER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9782 LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7209 PRINTING SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
7230 PRODUCTION ASSISTANT	N/A	6	1	0	0	0	0	0	0	1	0	0	0	1	0	0	1
9677 PRODUCTION SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
6020 PROGRAM DEVELOPMENT TECH	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9790 PUBLIC RELATIONS COORDINATOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7208 PUBLICATION SPECIALIST	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:			12	3	3	0	0	0	0	9	6	1	1	1	0	0	3

>>>>>Department: 5010 Library - Central Library

Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9804 ASSOCIATE DIRECTOR/CENTRAL	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7222 LIBRARIAN 2	N/A	2	32	8	8	0	0	0	0	24	24	0	0	0	0	0	0
7211 LIBRARY ASSISTANT	N/A	5	33	8	8	0	0	0	0	25	23	1	1	0	0	0	2
7202 LIBRARY CLERK	N/A	5	30	9	9	0	0	0	0	21	17	3	1	0	0	0	4
9782 LIBRARY MANAGER/SENIOR	N/A	1	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0
7203 LIBRARY PAGE	N/A	5	54	26	23	0	2	1	0	28	22	0	4	1	1	0	9
7204 LIBRARY PAGE/SENIOR	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1

Workforce Analysis by Departments

9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	0	0	0	0	1	0	0	0	0	0	0	1
9025	OPERATIONS SUPERVISOR	N/A	6	5	2	2	0	0	0	0	3	3	0	0	0	0	0
9792	STACKS ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9777	LIBRARY ADMINISTRATOR/CEN	N/A	1	3	0	0	0	0	0	0	3	3	0	0	0	0	0
Total:			168	56	52	0	2	1	1	112	99	4	7	1	1	17	

>>>>>Department: 5015 Library - Community Services
 Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
7222 LIBRARIAN 2	N/A	2	25	1	1	0	0	0	0	24	23	0	1	0	0	1
9776 LIBRARY ADMINISTRATOR/BRANCH	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1
7211 LIBRARY ASSISTANT	N/A	5	43	13	13	0	0	0	0	30	28	0	2	0	0	2
7202 LIBRARY CLERK	N/A	5	83	21	19	0	0	0	2	62	58	0	3	0	1	6
9780 LIBRARY MANAGER/BRANCH	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7203 LIBRARY PAGE	N/A	5	63	16	11	0	3	0	0	47	44	0	2	0	1	8
9784 LIBRARY SUPERVISOR/BRANCH	N/A	2	16	4	4	0	0	0	0	12	12	0	0	0	0	0
9789 TEAM DEVELOPER/LIBRARY	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			234	55	48	0	3	0	2	179	168	1	8	0	2	18

>>>>>Department: 5020 Library - Support Services
 Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6033 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9773 CATALOGING ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6124 DRIVER	N/A	8	5	5	5	0	0	0	0	0	0	0	0	0	0	0
9686 FACILITIES DEV & SERVICES MGR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6030 FISCAL SPECIALIST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1

Workforce Analysis by Departments

9080	HUMAN RESOURCES ANALYST 1	N/A	2	2	0	0	0	0	0	0	2	1	0	1	0	0	1
9670	HUMAN RESOURCES ANALYST 2	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9715	HUMAN RESOURCES MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7222	LIBRARIAN 2	N/A	2	7	2	2	0	0	0	0	5	5	0	0	0	0	0
7211	LIBRARY ASSISTANT	N/A	5	10	0	0	0	0	0	0	10	9	0	0	0	1	1
7202	LIBRARY CLERK	N/A	5	11	2	2	0	0	0	0	9	9	0	0	0	0	0
7225	LIBRARY EVENTS COORDINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9782	LIBRARY MANAGER/SENIOR	N/A	1	2	0	0	0	0	0	0	2	2	0	0	0	0	0
7224	LIBRARY MATERIALS PROCESSOR	N/A	5	3	0	0	0	0	0	0	3	2	0	0	0	1	1
7203	LIBRARY PAGE	N/A	5	4	3	3	0	0	0	0	1	1	0	0	0	0	0
7204	LIBRARY PAGE/SENIOR	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9784	LIBRARY SUPERVISOR/BRANCH	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9786	LIBRARY SUPPORT SERVICES ADMIN	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9720	OPERATIONS ADMINISTRATOR	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
6022	PROGRAM COORDINATOR	N/A	2	3	0	0	0	0	0	0	3	3	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6111	PURCHASING SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6088	Program Development Spec,SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9789	TEAM DEVELOPER/LIBRARY	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6109	WAREHOUSE WORKER	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			73	19	19	0	0	0	0	0	54	48	2	2	0	2	6

>>>>>Department: 5025 Library - Outreach Services

Reports to: 5005 Library - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
7222 LIBRARIAN 2	N/A	2	5	0	0	0	0	0	0	5	5	0	0	0	0	0
7211 LIBRARY ASSISTANT	N/A	5	6	1	1	0	0	0	0	5	4	0	0	0	1	1
7202 LIBRARY CLERK	N/A	5	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9782 LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7223 LIBRARY OUTREACH SPECIALIST	N/A	2	8	2	1	1	0	0	0	6	5	0	0	0	0	2
7203 LIBRARY PAGE	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9784 LIBRARY SUPERVISOR/BRANCH	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
7206 OUTREACH DRIVER	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9361 PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			29	4	3	1	0	0	0	25	23	0	0	0	1	3

>>>Department: 6005 DBCS - Director's Office

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE					FEMALE					Tot Min		
				T	W	B	A	N	H	T	W	B	A		N	H
6054 ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9710 MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			5	1	1	0	0	0	0	4	3	1	0	0	0	1

Workforce Analysis by Departments

6042	PROPERTY APPRAISER/RESIDENTIAL	N/A	2	21	14	13	1	0	0	0	7	6	0	1	0	0	2
6045	TAX EXEMPTION SPECIALIST	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6079	DATA ANALYST SENIOR	N/A	2	3	2	2	0	0	0	0	1	1	0	0	0	0	0
Total:				67	33	30	1	1	0	1	34	27	1	6	0	0	10

>>>>>>Department: 4050 DBCS - Administration (unstaffed)
 Reports to: 6005 DBCS - Director's Office

>>>>>>>>Department: 4005 DBCS - Animal Control
 Reports to: 4050 DBCS - Administration

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6062 ANIMAL CARE AIDE	N/A	8	2	2	1	1	0	0	0	0	0	0	0	0	0	0	1
6065 ANIMAL CARE TECHNICIAN	N/A	8	6	0	0	0	0	0	0	6	6	0	0	0	0	0	0
9616 ANIMAL CONTROL MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6067 ANIMAL CONTROL OFFICER	N/A	5	11	3	1	0	0	1	1	8	7	0	0	1	0	3	
6066 ANIMAL HEALTH TECHNICIAN	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0	
6001 OFFICE ASSISTANT 2	N/A	6	9	1	1	0	0	0	0	8	8	0	0	0	0	0	
9720 OPERATIONS ADMINISTRATOR	N/A	5	2	2	2	0	0	0	0	0	0	0	0	0	0	0	
9025 OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
Total:			34	9	6	1	0	1	1	25	24	0	0	1	0	4	

>>>>>>>>Department: 4010 DBCS - Facilities
 Reports to: 4050 DBCS - Administration

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6155 ALARM TECHNICIAN	N/A	3	4	4	4	0	0	0	0	0	0	0	0	0	0	0
6147 CARPENTER	N/A	7	6	6	6	0	0	0	0	0	0	0	0	0	0	0
6149 CARPENTER/LOCKSMITH	N/A	7	3	3	3	0	0	0	0	0	0	0	0	0	0	0
6017 CONSTRUCTION PROJECTS SPEC	N/A	2	19	14	12	1	0	0	0	5	2	1	1	0	1	5

Workforce Analysis by Departments

Total: 13 9 9 0 0 0 0 4 3 0 1 0 0 1

>>>>>>>>Department: 4035 DBCS - FREDs
 Reports to: 4050 DBCS - Administration

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9607 ADMINISTRATIVE SERV OFFICER	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6133 BLACKSMITH	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6181 BODY AND FENDER MECHANIC	N/A	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
6073 DATA ANALYST	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
9663 DISTRIBUTION SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6124 DRIVER	N/A	8	7	4	3	1	0	0	0	3	2	0	0	0	0	0	2
6143 ELECTRONIC TECHNICIAN	N/A	3	4	4	3	0	0	0	1	0	0	0	0	0	0	0	1
6142 ELECTRONIC TECHNICIAN ASST	N/A	5	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
6144 ELECTRONIC TECHNICIAN/CHIEF	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6180 EQUIPMENT MECHANIC 1	N/A	7	2	2	0	0	0	0	2	0	0	0	0	0	0	0	2
6182 EQUIPMENT MECHANIC 2	N/A	7	8	8	6	0	0	0	1	0	0	0	0	0	0	0	2
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1
6032 FISCAL SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	0	0	0	1	1
6184 FLEET & SUPPORT SERVICES SPEC	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9689 FLEET MAINTENANCE SUPERVISOR	N/A	7	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6125 GARAGE ATTENDANT	N/A	8	3	3	1	1	1	0	0	0	0	0	0	0	0	0	2
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6116 RECORDS ADMINISTRATION ASST	N/A	5	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1
9732 RECORDS ADMINISTRATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
6109 WAREHOUSE WORKER	N/A	8	2	2	1	0	0	1	0	0	0	0	0	0	0	0	1
Total:			44	35	23	3	2	1	4	9	6	0	0	0	2	15	

Workforce Analysis by Departments

>>>>>>Department: 6020 DBCS - Human Resources

Reports to: 6005 DBCS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9080 HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	1
9670 HUMAN RESOURCES ANALYST 2	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9748 HUMAN RESOURCES ANALYST/SENIOR	N/A	2	6	2	2	0	0	0	0	4	4	0	0	0	0	0
9715 HUMAN RESOURCES MANAGER 1	N/A	2	3	1	1	0	0	0	0	2	2	0	0	0	0	0
9621 HUMAN RESOURCES MANAGER 2	N/A	1	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9669 HUMAN RESOURCES MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	0	0	1	0	1
6101 HUMAN RESOURCES TECHNICIAN	N/A	6	4	0	0	0	0	0	0	4	4	0	0	0	0	0
9061 HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	0	1	0	1	0	2
Total:			23	4	4	0	0	0	0	19	14	3	0	2	0	5

>>>>>>>>Department: 6010 DBCS - Affirmative Action

Reports to: 6020 DBCS - Human Resources

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9603 AA/EEO OFFICER	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
6101 HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	1	0	1	0	0	0	1
Total:			2	1	0	1	0	0	0	1	0	1	0	0	0	2

Workforce Analysis by Departments

>>>>>Department: 6025 DBCS - Finance

Reports to: 6005 DBCS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9006 ADMINISTRATIVE ANALYST	N/A	2	2	1	0	1	0	0	0	1	1	0	0	0	0	1
6034 ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6055 BUSINESS ANALYST/SENIOR	N/A	2	8	1	1	0	0	0	0	7	6	1	0	0	0	1
6104 EQUIPMENT/PROPERTY COORDINATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9336 FINANCE MANAGER	N/A	1	6	4	3	0	1	0	0	2	2	0	0	0	0	1
6027 FISCAL ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	2	2	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	10	0	0	0	0	0	0	10	6	0	4	0	0	4
6030 FISCAL SPECIALIST 2	N/A	2	10	3	3	0	0	0	0	7	4	0	2	0	1	3
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	5	2	1	1	0	0	0	3	3	0	0	0	0	1
6032 FISCAL SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6020 PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	0	2	1	1	0	0	0	1
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6112 PURCHASING SPECIALIST 1	N/A	5	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6111 PURCHASING SPECIALIST 2	N/A	2	7	4	3	1	0	0	0	3	3	0	0	0	0	1
6109 WAREHOUSE WORKER	N/A	8	3	3	2	1	0	0	0	0	0	0	0	0	0	1
6110 WAREHOUSE WORKER/CHIEF	N/A	8	1	1	1	0	0	0	0	0	0	0	0	0	0	0
Total:			66	22	17	4	1	0	0	44	33	2	8	0	1	16

Workforce Analysis by Departments

>>>>>>>>Department: 4020 DBCS- Tax Collection

Reports to: 6025 DBCS - Finance

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9005 ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6082 CARTOGRAPHER	N/A	3	4	3	2	0	0	1	0	1	1	0	0	0	0	1
6003 CLERICAL UNIT SUPERVISOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6027 FISCAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	0	0	1	0	0	1
6029 FISCAL SPECIALIST 1	N/A	3	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9335 FISCAL SPECIALIST SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	23	5	3	0	2	0	0	18	15	2	0	0	0	5
6002 OFFICE ASSISTANT/SENIOR	N/A	6	10	1	1	0	0	0	0	9	6	3	0	0	0	3
9720 OPERATIONS ADMINISTRATOR	N/A	5	2	0	0	0	0	0	0	2	2	0	0	0	0	0
9025 OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9752 TAX COLL/RECORD MANAGER/SENIOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6025 TAX COLLECTION SPECIALIST	N/A	5	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9691 TAX COLLECTION/RECORDS ADMIN	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
Total:			53	11	8	0	2	1	0	42	34	5	2	0	0	11

>>>>>>>>Department: 6030 DBCS - Budget and Quality

Reports to: 6025 DBCS - Finance

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	1	0	1	0	0	0	0	0	0	0	0	0	1
9730 BUDGET ANALYST	N/A	2	3	2	1	0	1	0	0	1	1	0	0	0	0	1
9734 BUDGET ANALYST/PRINCIPAL	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9362 PROGRAM MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	3	1	1	0	0	0	0	2	1	0	1	0	0	1

Workforce Analysis by Departments

Total: 11 6 4 1 1 0 0 5 4 0 1 0 0 3

>>>>>Department: 6035 DBCS - Information Systems
 Reports to: 6005 DBCS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9455 CHIEF INFORMATION OFFICER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6073 DATA ANALYST	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9336 FINANCE MANAGER	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6029 FISCAL SPECIALIST 1	N/A	3	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6030 FISCAL SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6191 INFORMATION SYSTEMS SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9457 ISD ADMINISTRATOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9710 MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6053 NETWORK ANALYST 3	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0
6002 OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9115 PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6079 DATA ANALYST SENIOR	N/A	2	1	1	0	0	0	1	0	0	0	0	0	0	0	1
6407 DATABASE ADMINISTRATOR	N/A	2	4	3	2	0	1	0	0	1	0	0	1	0	0	2
6408 DBA, SENIOR	N/A	2	5	2	2	0	0	0	0	3	3	0	0	0	0	0
6403 DESKTOP SUPPORT SPECIALIST, N/A SENIOR	N/A	2	19	12	12	0	0	0	0	7	6	0	0	0	1	1
6404 DESKTOP SUPPORT SPECIALIST, N/A SENIOR	N/A	3	6	4	2	1	0	0	1	2	2	0	0	0	0	2
6405 DEVELOPMENT ANALYST	N/A	2	20	7	5	0	2	0	0	13	8	0	5	0	0	7
6406 DEVELOPMENT ANALYST/SENIOR	N/A	2	21	10	10	0	0	0	0	11	7	0	4	0	0	4
9452 IT MANAGER 1	N/A	2	11	7	6	0	1	0	0	4	4	0	0	0	0	1
9453 IT MANAGER 2	N/A	1	3	0	0	0	0	0	0	3	3	0	0	0	0	0
9454 IT MANAGER, SENIOR	N/A	1	4	3	3	0	0	0	0	1	1	0	0	0	0	0
9451 IT SUPERVISOR	N/A	2	12	8	8	0	0	0	0	4	4	0	0	0	0	0
6409 NETWORK ADMINISTRATOR	N/A	2	27	17	14	1	1	0	1	10	8	1	1	0	0	5
6410 NETWORK ADMINISTRATOR, SENIOR	N/A	2	12	8	8	0	0	0	0	4	4	0	0	0	0	0

Workforce Analysis by Departments

6411	SYSTEMS ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0
6412	SYSTEMS ADMINISTRATOR, SENIOR	N/A	2	13	7	7	0	0	0	0	0	6	5	0	1	0	0	1
6401	SYSTEMS OPERATOR	N/A	5	5	2	2	0	0	0	0	0	3	2	0	1	0	0	1
6402	SYSTEMS OPERATOR, SENIOR	N/A	3	3	1	1	0	0	0	0	0	2	2	0	0	0	0	0
Total:			182	94	84	2	5	1	2	88	73	1	13	0	1	25		

>>>>>Department: 6050 DBCS - Office of Org'l Learning
 Reports to: 6005 DBCS - Director's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
6102 HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9748 HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
9715 HUMAN RESOURCES MANAGER 1	N/A	2	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
6056 LEARNING SYSTEMS ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:			6	0	0	0	0	0	0	6	4	0	2	0	0	2	

>>>Department: A110 CHR - Public Affairs Office
 Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9634 ADMINISTRATIVE SECRETARY/NR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
7207 GRAPHIC DESIGNER	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	1
9361 PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6089 PUBLIC AFFAIRS COORDINATOR	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0	0
Total:			5	2	1	0	1	0	0	3	3	0	0	0	0	0	1

Workforce Analysis by Departments

>>>Department: A115 CHR - MCCFC

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
9634 ADMINISTRATIVE SECRETARY/NR	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6037 DEVELOP/COMMUNICATIONS COODINATOR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6088 Program Development Spec,SR	N/A	2	5	0	0	0	0	0	0	5	3	0	2	0	0	2
6087 RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	1
Total:			11	2	1	1	0	0	0	9	7	0	2	0	0	3

>>>Department: C300 Office of County Attorney

Reports to: A100 CHR - Chair's Office

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min
				T	W	B	A	N	H	T	W	B	A	N	H	
6005 ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	1	1	0	0	0	0	0
9060 ASST COUNTY ATTORNEY 1	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0
9190 ASST COUNTY ATTORNEY 2	N/A	2	4	1	1	0	0	0	0	3	2	0	0	0	1	1
9440 ASST COUNTY ATTORNEY/SENIOR	N/A	2	5	3	3	0	0	0	0	2	2	0	0	0	0	0
9631 DEPUTY COUNTY ATTORNEY	N/A	2	2	1	1	0	0	0	0	1	1	0	0	0	0	0
9055 LAW CLERK	N/A	2	2	0	0	0	0	0	0	2	1	0	1	0	0	1
6246 LEGAL ASSISTANT	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6001 OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6212 PARALEGAL ASSISTANT/COUNTY ATTORNEY	N/A	6	2	1	1	0	0	0	0	1	1	0	0	0	0	0
Total:			20	8	8	0	0	0	0	12	10	0	1	0	1	2

Workforce Analysis by Departments

Department: G100 OSCP - Ofc Schools & Comm Prtship

Top-level

Job Code & Title	Grade	EEO	Tot Emp	MALE						FEMALE						Tot Min	
				T	W	B	A	N	H	T	W	B	A	N	H		
9006 ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9612 CFS MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	1
6313 CFS SPECIALIST	N/A	2	4	1	1	0	0	0	0	3	2	0	0	0	0	1	1
9008 CFS SUPERVISOR	N/A	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
9610 DEPARTMENT DIRECTOR	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	1
6305 FAMILY INTERVENTION SPECIALIST	N/A	2	3	2	0	1	0	0	1	1	0	0	0	0	0	1	3
6029 FISCAL SPECIALIST 1	N/A	3	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0
6030 FISCAL SPECIALIST 2	N/A	2	2	0	0	0	0	0	0	2	1	1	0	0	0	0	1
6083 HOUSING DEVELOPMENT SPECIALIST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
9710 MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	1	0	1	0	0	0	0	1
6001 OFFICE ASSISTANT 2	N/A	6	6	0	0	0	0	0	0	6	4	1	1	0	0	0	2
6002 OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6021 PROGRAM DEVELOPMENT SPEC	N/A	2	13	2	2	0	0	0	0	11	7	4	0	0	0	0	4
6020 PROGRAM DEVELOPMENT TECH	N/A	5	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0
9360 PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6088 Program Development Spec,SR	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6085 RESEARCH/EVALUATION ANALYST 1	N/A	3	2	0	0	0	0	0	0	2	1	1	0	0	0	0	1
6086 RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6084 WEATHERIZATION INSPECTOR	N/A	3	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6080 WEATHERIZATION SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0
Total:			49	10	7	2	0	0	1	39	27	8	2	0	2	15	

Job Group Analysis

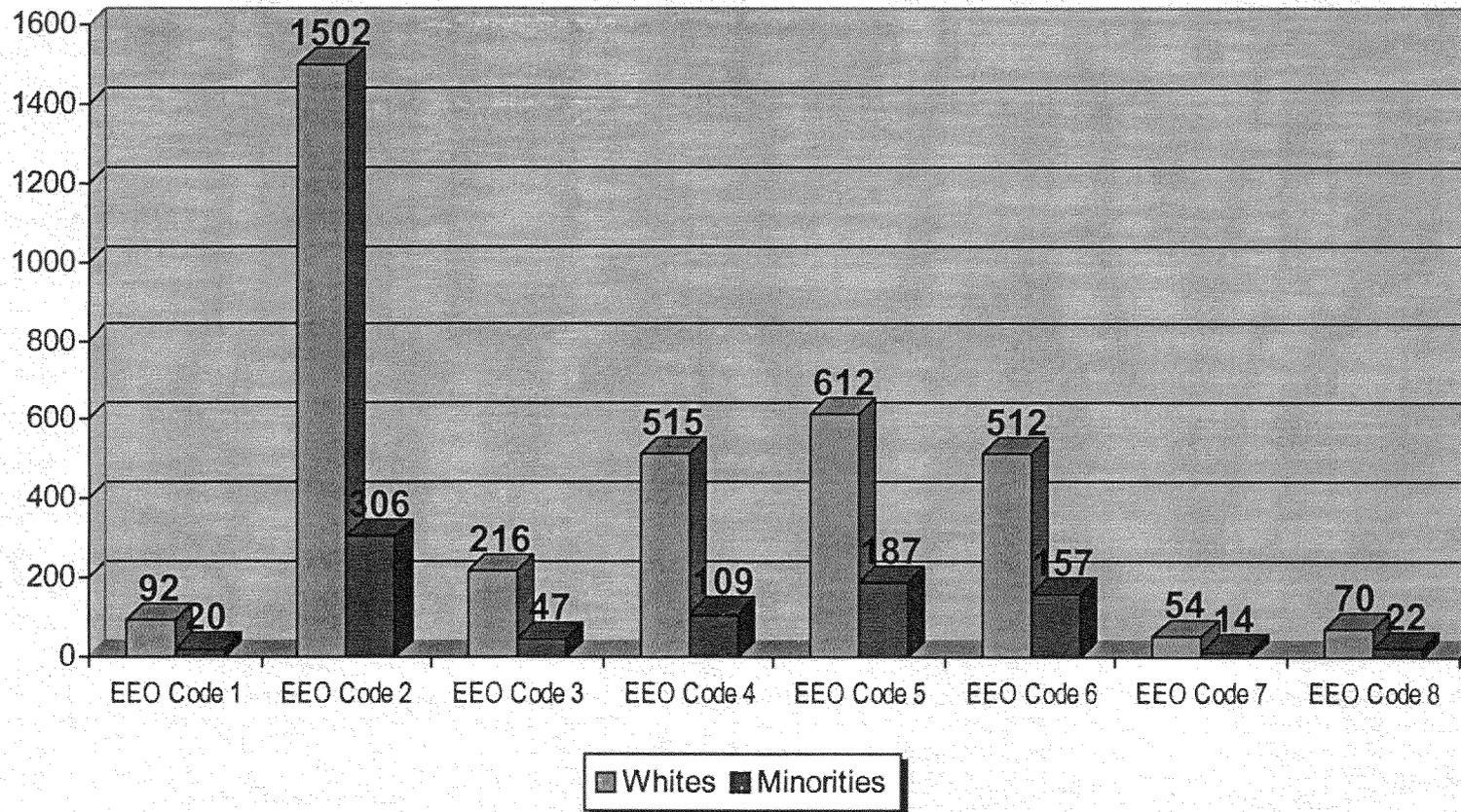
The **Job Group Analysis** section arranges job classifications with similar responsibilities into job group categories, for affirmative action purposes. The EEOC has identified eight job group categories for local government and have required categorical breakdowns of specific job groups into high level, mid-level and entry level positions.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis

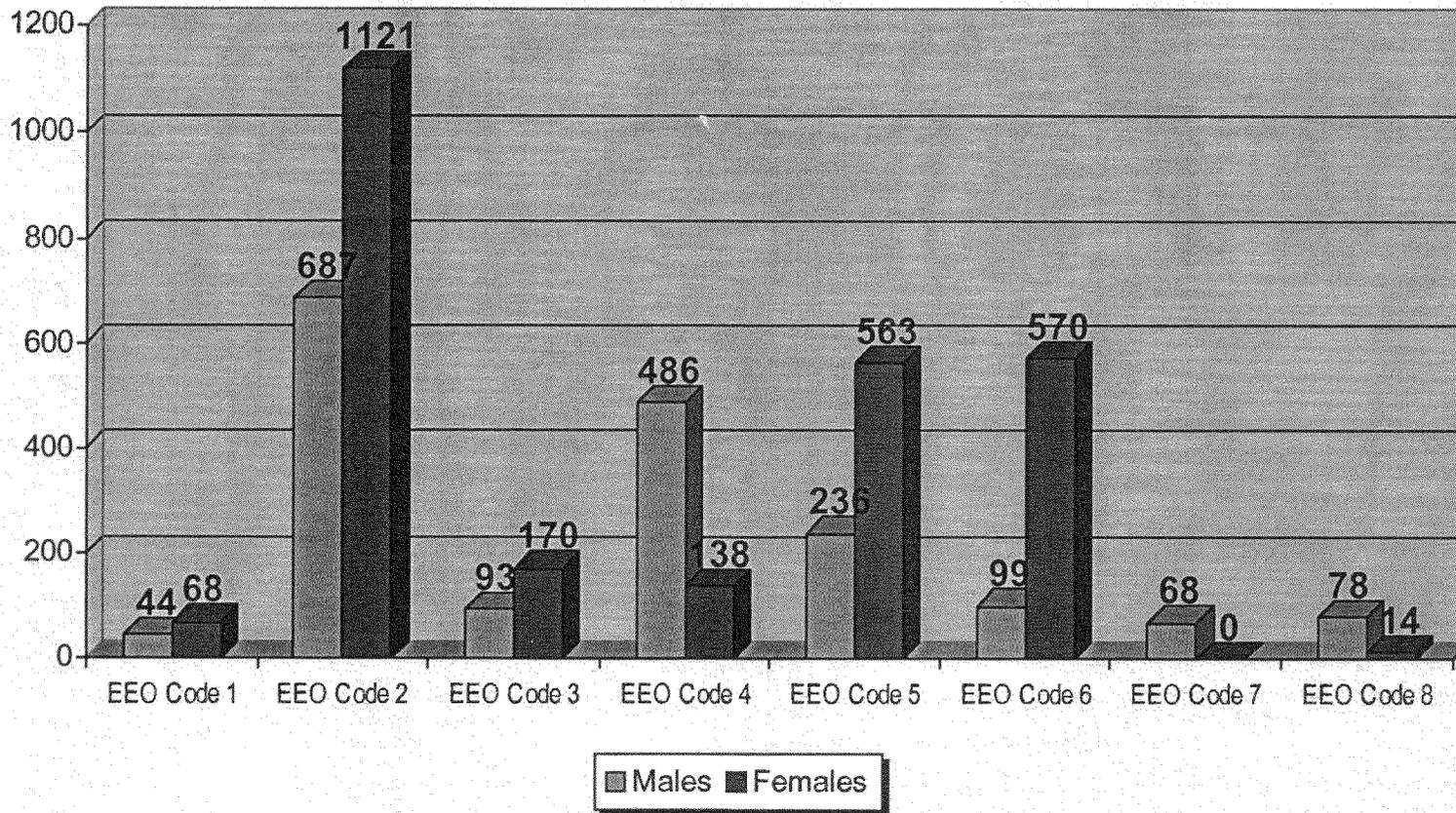


Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis



Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis Summary by EEO Category

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EEO		Tot		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		Emp	#	%	#	%	#	%	#	%	#	%	#	%	
1	Officials & Administrators	112	10	8.93	7	6.25	1	0.89	2	1.79	20	17.86	68	60.71	
2	Professionals	1808	117	6.47	105	5.81	11	0.61	61	3.37	306	16.92	1121	62.00	
3	Technicians	263	10	3.80	20	7.60	3	1.14	12	4.56	47	17.87	170	64.64	
4	Protective Service Workers	624	62	9.94	17	2.72	5	0.80	25	4.01	109	17.47	138	22.12	
5	Paraprofessionals	799	46	5.76	51	6.38	7	0.88	79	9.89	187	23.40	563	70.46	
6	Administrative Support	669	54	8.07	35	5.23	7	1.05	56	8.37	157	23.47	570	85.20	
7	Skilled Craft Workers	68	3	4.41	3	4.41	2	2.94	3	4.41	14	20.59	0	0.00	
8	Service-Maintenance	92	8	8.70	5	5.43	4	4.35	4	4.35	22	23.91	14	15.22	
	Grand Total	4435	310	6.99	243	5.48	40	0.90	242	5.46	862	19.44	2644	59.62	

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Job Group Analysis Summary by Job Group

Page 1

Job Group & Name		EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%		
1A	Executive Management	1	47	5	10.64	4	8.51	0	0.00	1	2.13	10	21.28	23	48.94	
1B	Mid Level Management	1	65	5	7.69	3	4.62	1	1.54	1	1.54	10	15.38	45	69.23	
2A	Senior Level Professionals	2	558	38	6.81	30	5.38	2	0.36	25	4.48	98	17.56	324	58.06	
2B	Mid Level Professionals	2	867	66	7.61	51	5.88	8	0.92	28	3.23	154	17.76	512	59.05	
2B1	Mid Level Health Professionals	2	260	9	3.46	16	6.15	1	0.38	6	2.31	38	14.62	211	81.15	
2C	Entry Level Professionals	2	123	4	3.25	8	6.50	0	0.00	2	1.63	16	13.01	74	60.16	
3A	Senior Level Technician	3	73	3	4.11	1	1.37	0	0.00	3	4.11	7	9.59	35	47.95	
3B	Mid Level Technician	3	107	4	3.74	6	5.61	3	2.80	6	5.61	20	18.69	63	58.88	
3C	Entry Level Technician	3	83	3	3.61	13	15.66	0	0.00	3	3.61	20	24.10	72	86.75	
4B	Mid Level Management	4	123	16	13.01	10	8.13	1	0.81	6	4.88	33	26.83	40	32.52	
4C	Entry Level Official	4	501	46	9.18	7	1.40	4	0.80	19	3.79	76	15.17	98	19.56	
5A	Senior/ Mid Level Support	5	173	18	10.40	10	5.78	1	0.58	18	10.40	47	27.17	119	68.79	
5B	Entry Level Support	5	626	28	4.47	41	6.55	6	0.96	61	9.74	140	22.36	444	70.93	
6A	Senior Level Clerical	6	30	2	6.67	1	3.33	0	0.00	1	3.33	4	13.33	24	80.00	
6B	Mid Level Clerical	6	282	26	9.22	15	5.32	3	1.06	15	5.32	60	21.28	234	82.98	
6C	Entry Level Clerical	6	357	26	7.28	19	5.32	4	1.12	40	11.20	93	26.05	312	87.39	
7A	Senior/Mid Level Craft	7	21	0	0.00	1	4.76	1	4.76	1	4.76	4	19.05	0	0.00	
7B	Entry Level Craft	7	47	3	6.38	2	4.26	1	2.13	2	4.26	10	21.28	0	0.00	
8A	Senior/ Mid Level Maintenance	8	40	3	7.50	4	10.00	1	2.50	2	5.00	10	25.00	9	22.50	
8B	Entry Level Maintenance	8	52	5	9.62	1	1.92	3	5.77	2	3.85	12	23.08	5	9.62	
Grand Total			4435	310	6.99	243	5.48	40	0.90	242	5.46	862	19.44	2644	59.62	

Multnomah County 2003

Multnomah, Or

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Job Group Analysis

Page 1

Job Group 1A Executive Management

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
9064 CHIEF DEPUTY MEDICAL EXAMINER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9336 FINANCE MANAGER	1	9	0.00	0	0.00	1	11.11	0	0.00	0	0.00	1	11.11	4	44.44
9362 PROGRAM MANAGER/SENIOR	1	17	11.76	2	11.76	0	0.00	0	0.00	1	5.88	3	17.65	7	41.18
9455 CHIEF INFORMATION OFFICER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9457 ISD ADMINISTRATOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9520 MEDICAL DIRECTOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9530 EMS MEDICAL DIRECTOR	1	2	0.00	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	0	0.00
9550 HEALTH OFFICER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9610 DEPARTMENT DIRECTOR	1	6	33.33	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33	5	83.33
9612 CFS MANAGER/SENIOR	1	1	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	1	100.00
9619 DEPUTY DIRECTOR	1	1	0.00	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	1	100.00
9630 CHIEF APPRAISER/RESIDENTIAL	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9666 ELECTIONS MANAGER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9667 EMERGENCY MANAGEMENT ADMIN	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9776 LIBRARY ADMINISTRATOR/BRANCH	1	2	50.00	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	2	100.00
9780 LIBRARY MANAGER/BRANCH	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Group Total		47	10.64	5	10.64	4	8.51	0	0.00	1	2.13	10	21.28	23	48.94

Job Group Analysis

Job Group 1B Mid Level Management

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
9453 IT MANAGER 2	1	3	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00
9454 IT MANAGER, SENIOR	1	4	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00
9777 LIBRARY ADMINISTRATOR/CEN	1	3	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00
6035 ALARM ORDINANCE UNIT ADMINISTRATOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6211 RIGHT OF WAY PERMITS/CHIEF	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9360 PROGRAM MANAGER 2	1	20	5.00	2	10.00	0	0.00	0	0.00	0	0.00	3	15.00	13	65.00
9500 DENTAL HEALTH OFFICER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9616 ANIMAL CONTROL MANAGER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9621 HUMAN RESOURCES MANAGER 2	1	8	25.00	0	0.00	0	0.00	0	0.00	0	0.00	2	25.00	7	87.50
9622 MCSO CORRECTIONS PROGRAM MANAGER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9625 CHIEF DEPUTY	1	2	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9665 ELECTIONS ADMINISTRATOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9669 HUMAN RESOURCES MANAGER/SENIOR	1	1	0.00	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	1	100.00
9673 AUXILIARY SERVICES MANAGER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9684 FAMILY SERVICES MANAGER	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9745 CFS ADMINISTRATOR	1	4	25.00	1	25.00	0	0.00	0	0.00	1	25.00	3	75.00	2	50.00
9757 TRANSPORTATION MANAGER/SENIOR	1	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
9763 ASSESSMENT MANAGER/SENIOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9782 LIBRARY MANAGER/SENIOR	1	7	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	7	100.00
9786 LIBRARY SUPPORT SERVICES ADMIN	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9790 PUBLIC RELATIONS COORDINATOR	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9804 ASSOCIATE DIRECTOR/CENTRAL	1	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
Group Total		65	7.69	3	4.62	1	1.54	1	1.54	1	1.54	10	15.38	45	69.23

Job Group 2A Senior Level Professionals

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6079 DATA ANALYST SENIOR	2	4	0	0.00	0	0.00	1	25.00	0	0.00	1	25.00	1	25.00	
6114 PROPERTY MANAGEMENT SPEC. , SENIOR2	2	1	0	0.00	0	0.00	0	0.00	1	100.00	1	100.00	1	100.00	
6403 DESKTOP SUPPORT SPECIALIST, SENIOR	2	19	0	0.00	0	0.00	0	0.00	1	5.26	1	5.26	7	36.84	
6406 DEVELOPMENT ANALYST/SENIOR	2	21	0	0.00	4	19.05	0	0.00	0	0.00	4	19.05	11	52.38	
6407 DATABASE ADMINISTRATOR	2	4	0	0.00	2	50.00	0	0.00	0	0.00	2	50.00	1	25.00	
6408 DBA, SENIOR	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	60.00	
6410 NETWORK ADMINISTRATOR, SENIOR	2	13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	30.77	
6412 SYSTEMS ADMINISTRATOR, SENIOR	2	13	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69	6	46.15	
9650 LIEUTENANT ENHANCED	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6022 PROGRAM COORDINATOR	2	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	5	83.33	
6032 FISCAL SPECIALIST/SENIOR	2	6	0	0.00	1	16.67	0	0.00	1	16.67	2	33.33	6	100.00	
6034 ADMINISTRATIVE ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6053 NETWORK ANALYST 3	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6055 BUSINESS ANALYST/SENIOR	2	8	1	12.50	0	0.00	0	0.00	0	0.00	1	12.50	7	87.50	
6056 LEARNING SYSTEMS ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
6058 HEARINGS SPECIALIST	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6078 PLANNER/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6087 RESEARCH/EVALUATION ANALYST/SENIOR	2	9	1	11.11	2	22.22	0	0.00	0	0.00	3	33.33	5	55.56	
6088 Program Development Spec,SR	2	13	2	15.38	2	15.38	0	0.00	0	0.00	4	30.77	9	69.23	
6254 DEPUTY DISTRICT ATTORNEY 4	2	14	0	0.00	1	7.14	0	0.00	0	0.00	1	7.14	4	28.57	
6264 CORRECTIONS HEARINGS OFFICER	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6276 PROBATION/PAROLE OFFICER	2	125	14	11.20	2	1.60	0	0.00	7	5.60	23	18.40	69	55.20	
6295 SOCIAL WORKER	2	15	0	0.00	0	0.00	0	0.00	4	26.67	4	26.67	13	86.67	
6296 CASE MANAGER/SENIOR	2	48	6	12.50	2	4.17	0	0.00	1	2.08	9	18.75	37	77.08	
6311 SENIOR ENGINEER	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6365 MENTAL HEALTH CONSULTANT	2	77	6	7.79	6	7.79	0	0.00	4	5.19	16	20.78	52	67.53	
6369 MARRIAGE AND FAMILY COUNSELOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	75.00	
9005 ADMINISTRATIVE ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
9007 CHAPLAIN	2	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	
9008 CFS SUPERVISOR	2	11	1	9.09	0	0.00	1	9.09	1	9.09	3	27.27	9	81.82	
9043 RESEARCH/EVALUATION ANALYST/SENIOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
9063 PROJECT MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9115 PROGRAM DEVELOPMENT SPEC/SR	2	10	0	0.00	1	10.00	0	0.00	0	0.00	1	10.00	8	80.00	
9357 PHARMACY SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	

Job Group Analysis

9390	DENTIST	2	11	0	0.00	2	18.18	0	0.00	0	0.00	3	27.27	7	63.64
9430	DENTIST/SENIOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	50.00
9440	ASST COUNTY ATTORNEY/SENIOR	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00
9490	PHYSICIAN	2	27	0	0.00	3	11.11	0	0.00	1	3.70	5	18.52	12	44.44
9603	AA/EEO OFFICER	2	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
9607	ADMINISTRATIVE SERV OFFICER	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00
9624	BRIDGE SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9627	CAPTAIN	2	7	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	28.57
9646	MCSO RECORDS UNIT MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9649	COUNTY SURVEYOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9664	D A OPERATIONS MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9671	ENGINEERING SERVICES ADMIN	2	5	0	0.00	0	0.00	0	0.00	1	20.00	1	20.00	0	0.00
9672	ENGINEERING SERVICES MANAGER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9694	HEALTH SERVICES MANAGER	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9695	HEALTH SERVICES MANAGER/SENIOR	2	7	1	14.29	0	0.00	0	0.00	1	14.29	2	28.57	4	57.14
9710	MANAGEMENT ASSISTANT	2	5	2	40.00	0	0.00	0	0.00	0	0.00	2	40.00	3	60.00
9734	BUDGET ANALYST/PRINCIPAL	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
9743	SHERIFF'S OPERATIONS ADMIN	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	100.00
9747	DATA ANALYST/SENIOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9748	HUMAN RESOURCES ANALYST/SENIOR	2	15	2	13.33	1	6.67	0	0.00	2	13.33	6	40.00	11	73.33
9752	TAX COLL/RECORD MANAGER/SENIOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9773	CATALOGING ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9798	PRINCIPAL INVESTIGATOR	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33
Group Total			558	38	6.81	30	5.38	2	0.36	25	4.48	98	17.56	324	58.06

Job Group 2B Mid Level Professionals

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6026 BUDGET ANALYST	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	50.00	
6405 DEVELOPMENT ANALYST	2	22	0	0.00	8	36.36	0	0.00	0	0.00	8	36.36	14	63.64	
6409 NETWORK ADMINISTRATOR	2	34	2	5.88	3	8.82	0	0.00	1	2.94	6	17.65	13	38.24	
6411 SYSTEMS ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9451 IT SUPERVISOR	2	13	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	30.77	
6021 PROGRAM DEVELOPMENT SPEC	2	80	10	12.50	2	2.50	1	1.25	2	2.50	15	18.75	57	71.25	
6030 FISCAL SPECIALIST 2	2	33	1	3.03	5	15.15	1	3.03	3	9.09	10	30.30	19	57.58	
6033 ADMINISTRATIVE ANALYST	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	60.00	
6037 DEVELOP/COMMUNICATIONS COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
6042 PROPERTY APPRAISER/RESIDENTIAL	2	21	1	4.76	1	4.76	0	0.00	0	0.00	2	9.52	7	33.33	
6050 PROPERTY APPRAISER/PERSONAL	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6075 PLANNER	2	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	
6076 TRANSPORTATION PLANNING SPECIALIST	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	
6083 HOUSING DEVELOPMENT SPECIALIST	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6086 RESEARCH/EVALUATION ANALYST 2	2	12	0	0.00	1	8.33	1	8.33	0	0.00	2	16.67	9	75.00	
6089 PUBLIC AFFAIRS COORDINATOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6103 HUMAN RESOURCES ANALYST 2	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	40.00	
6111 PURCHASING SPECIALIST 2	2	10	1	10.00	0	0.00	0	0.00	0	0.00	1	10.00	5	50.00	
6236 CIVIL ENGINEER/ASSOCIATE	2	6	0	0.00	1	16.67	1	16.67	0	0.00	2	33.33	1	16.67	
6251 DEPUTY DISTRICT ATTORNEY 1	2	18	1	5.56	3	16.67	0	0.00	2	11.11	6	33.33	7	38.89	
6252 DEPUTY DISTRICT ATTORNEY 2	2	21	1	4.76	1	4.76	0	0.00	0	0.00	2	9.52	11	52.38	
6253 DEPUTY DISTRICT ATTORNEY 3	2	28	0	0.00	1	3.57	0	0.00	1	3.57	2	7.14	13	46.43	
6263 VOLUNTEER COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
6268 CORRECTIONS COUNSELOR	2	49	4	8.16	4	8.16	0	0.00	2	4.08	10	20.41	24	48.98	
6272 JUVENILE COUNSELOR	2	50	10	20.00	3	6.00	2	4.00	2	4.00	17	34.00	32	64.00	
6282 DEPUTY MEDICAL EXAMINER	2	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	20.00	
6290 VETERANS SERVICES OFFICER	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6291 ALCOHOL/DRUG EVALUATION SPEC	2	11	2	18.18	0	0.00	1	9.09	3	27.27	6	54.55	5	45.45	
6292 DEPUTY PUBLIC GUARDIAN	2	5	1	20.00	0	0.00	0	0.00	0	0.00	1	20.00	3	60.00	
6297 CASE MANAGER 2	2	117	11	9.40	6	5.13	0	0.00	4	3.42	21	17.95	85	72.65	
6305 FAMILY INTERVENTION SPECIALIST	2	3	1	33.33	0	0.00	0	0.00	2	66.67	3	100.00	1	33.33	
6313 CFS SPECIALIST	2	4	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	3	75.00	
6344 BASIC SKILLS EDUCATOR	2	6	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67	5	83.33	
7222 LIBRARIAN 2	2	69	0	0.00	1	1.45	0	0.00	0	0.00	1	1.45	58	84.06	

Job Group Analysis

7223	LIBRARY OUTREACH SPECIALIST	2	8	1	12.50	0	0.00	0	0.00	0	0.00	2	25.00	6	75.00
9006	ADMINISTRATIVE ANALYST	2	4	2	50.00	0	0.00	0	0.00	0	0.00	2	50.00	3	75.00
9140	ROAD MAINTENANCE SUPERVISOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9146	PLANNER/PRINCIPAL	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9190	ASST COUNTY ATTORNEY 2	2	4	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	3	75.00
9202	MCSO CORRECTIONS PROGRAM ADMIN	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9335	FISCAL SPECIALIST SUPERVISOR	2	15	1	6.67	1	6.67	0	0.00	0	0.00	2	13.33	7	46.67
9361	PROGRAM SUPERVISOR	2	52	6	11.54	2	3.85	1	1.92	3	5.77	12	23.08	23	44.23
9615	PROGRAM MANAGER 1	2	28	2	7.14	1	3.57	0	0.00	0	0.00	3	10.71	13	46.43
9631	DEPUTY COUNTY ATTORNEY	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9647	LIEUTENANT/CORRECTIONS	2	7	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57	4	57.14
9670	HUMAN RESOURCES ANALYST 2	2	18	3	16.67	1	5.56	0	0.00	0	0.00	4	22.22	14	77.78
9674	SURVEY SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9677	PRODUCTION SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9686	FACILITIES DEV & SERVICES MGR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9691	TAX COLLECTION/RECORDS ADMIN	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9693	HEALTH SERVICES ADMINISTRATOR	2	32	3	9.38	3	9.38	0	0.00	0	0.00	6	18.75	27	84.38
9705	LIEUTENANT	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9726	APPRAISAL SUPR/PERSONALPROP	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9730	BUDGET ANALYST	2	4	0	0.00	1	25.00	0	0.00	0	0.00	1	25.00	2	50.00
9732	RECORDS ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9739	APPRAISAL SUPR/RESIDENTIAL	2	5	0	0.00	1	20.00	0	0.00	1	20.00	2	40.00	1	20.00
9784	LIBRARY SUPERVISOR/BRANCH	2	18	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	13	72.22
9789	TEAM DEVELOPER/LIBRARY	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67
9792	STACKS ADMINISTRATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Group Total			867	66	7.61	51	5.88	8	0.92	28	3.23	154	17.76	512	59.05

Job Group 2B1 Mid Level Health Professionals

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
6036 CLINICAL SUPERVISOR	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6315 COMMUNITY HEALTH NURSE	2	216	9	4.17	10	4.63	1	0.46	3	1.39	26	12.04	192	88.89
6340 NUTRITIONIST	2	6	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	6	100.00
6352 HEALTH EDUCATOR	2	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	50.00
6356 ENVIRONMENTAL HEALTH SPECIALIST	2	17	0	0.00	4	23.53	0	0.00	2	11.76	7	41.18	4	23.53
9026 HEALTH INFORMATION SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9062 ENVIRONMENTAL HEALTH SUPERVISOR	2	1	0	0.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
9355 PHARMACIST	2	13	0	0.00	1	7.69	0	0.00	1	7.69	3	23.08	6	46.15
Group Total		260	9	3.46	16	6.15	1	0.38	6	2.31	38	14.62	211	81.15

Job Group 2C Entry Level Professionals

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
9452 IT MANAGER 1	2	13	0	0.00	1	7.69	0	0.00	0	0.00	1	7.69	4	30.77
6016 CONSTRUCTION PROJECTS SPEC/SR	2	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18
6017 CONSTRUCTION PROJECTS SPEC	2	21	2	9.52	2	9.52	0	0.00	2	9.52	7	33.33	6	28.57
6102 HUMAN RESOURCES ANALYST 1	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6235 CIVIL ENGINEER/ASSISTANT	2	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6314 NURSE PRACTITIONER	2	36	1	2.78	0	0.00	0	0.00	0	0.00	1	2.78	34	94.44
6316 PHYSICIAN ASSISTANT	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00
6335 LABORATORY SPECIALIST	2	6	0	0.00	0	0.00	0	0.00	0	0.00	1	16.67	4	66.67
7207 GRAPHIC DESIGNER	2	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00
7225 LIBRARY EVENTS COORDINATOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
7232 PRODUCTION/GRAPHIC DESIGN	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
9041 RESEARCH/EVALUATION SUPERVISOR	2	8	0	0.00	1	12.50	0	0.00	0	0.00	1	12.50	5	62.50
9055 LAW CLERK	2	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	2	100.00
9060 ASST COUNTY ATTORNEY 1	2	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9080 HUMAN RESOURCES ANALYST 1	2	7	1	14.29	1	14.29	0	0.00	0	0.00	2	28.57	7	100.00
9715 HUMAN RESOURCES MANAGER 1	2	7	0	0.00	1	14.29	0	0.00	0	0.00	1	14.29	5	71.43
Group Total		123	4	3.25	8	6.50	0	0.00	2	1.63	16	13.01	74	60.16

Job Group 3A Senior Level Technician

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6402 SYSTEMS OPERATOR, SENIOR	3	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	66.67	
6404 DESKTOP SUPPORT SPECIALIST, SENIOR	3	8	2	25.00	0	0.00	0	0.00	1	12.50	3	37.50	4	50.00	
1131 SERGEANT 3 *	3	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	18.18	
1146 SERGEANT 3 *	3	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	33.33	
6013 COMMUNITY INFORMATION SPEC	3	3	0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	2	66.67	
6080 WEATHERIZATION SPECIALIST	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6084 WEATHERIZATION INSPECTOR	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
6119 PHARMACY TECHNICIAN	3	10	1	10.00	1	10.00	0	0.00	0	0.00	2	20.00	9	90.00	
6143 ELECTRONIC TECHNICIAN	3	4	0	0.00	0	0.00	0	0.00	1	25.00	1	25.00	0	0.00	
6144 ELECTRONIC TECHNICIAN/CHIEF	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6233 ENGINEER TECHNICIAN/SENIOR	3	11	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	27.27	
6234 ENGINEER TECHNICIAN/PRINCIPAL	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6250 SUPPORT ENFORCEMENT AGENT	3	12	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	11	91.67	
7204 LIBRARY PAGE/SENIOR	3	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9445 D A INVESTIGATOR/CHIEF	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Group Total		73	3	4.11	1	1.37	0	0.00	3	4.11	7	9.59	35	47.95	

Job Group 3B Mid Level Technician

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
1158 SERGEANT 3 LG**	3	2	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6019 HEALTH INFORMATION SPECIALIST 1	3	6	0.00	1	16.67	0	0.00	2	33.33	3	50.00	5	83.33		
6043 APPRAISAL SPECIALIST	3	8	0.00	0	0.00	0	0.00	0	0.00	0	0.00	5	62.50		
6066 ANIMAL HEALTH TECHNICIAN	3	2	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00		
6073 DATA ANALYST	3	6	0.00	1	16.67	0	0.00	0	0.00	1	16.67	3	50.00		
6082 CARTOGRAPHER	3	4	0.00	0	0.00	1	25.00	0	0.00	1	25.00	1	25.00		
6091 SURVEY SPECIALIST	3	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
6155 ALARM TECHNICIAN	3	4	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
6232 ENGINEER TECHNICIAN/ASSOCIATE	3	19	5.26	0	0.00	1	5.26	1	5.26	3	15.79	1	5.26		
6286 PATHOLOGIST ASSISTANT	3	2	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00		
6303 LICENSED COMM PRACTICAL NURSE	3	16	6.25	0	0.00	0	0.00	1	6.25	2	12.50	15	93.75		
6336 X-RAY TECHNICIAN	3	2	0.00	1	50.00	0	0.00	0	0.00	1	50.00	1	50.00		
6348 DENTAL HYGIENIST	3	9	0.00	2	22.22	0	0.00	0	0.00	2	22.22	7	77.78		
7209 PRINTING SPECIALIST	3	1	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00		
9696 HEALTH SERVICES SPECIALIST	3	25	8.00	0	0.00	1	4.00	2	8.00	6	24.00	22	88.00		
Group Total		107	3.74	6	5.61	3	2.80	6	5.61	20	18.69	63	58.88		

Job Group 3C Entry Level Technician

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
6029 FISCAL SPECIALIST 1	3	39	0	0.00	8	20.51	0	0.00	0	0.00	9	23.08	33	84.62
6085 RESEARCH/EVALUATION ANALYST 1	3	6	1	16.67	1	16.67	0	0.00	0	0.00	2	33.33	5	83.33
6191 INFORMATION SYSTEMS SPECIALIST 1	3	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6231 ENGINEER TECHNICIAN/ASSISTANT	3	3	0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	0	0.00
6333 LABORATORY TECHNICIAN	3	7	0	0.00	0	0.00	0	0.00	1	14.29	1	14.29	6	85.71
6347 DENTAL ASSISTANT/RECEPTIONIST	3	27	2	7.41	4	14.81	0	0.00	1	3.70	7	25.93	27	100.00
Group Total		83	3	3.61	13	15.66	0	0.00	3	3.61	20	24.10	72	86.75

Job Group 4B Mid Level Management

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
1008	CORRECTIONS SERGEANT/4%*	4	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	
1009	CORRECTIONS SERGEANT/7%*	4	11	1 9.09	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 9.09	2 18.18	2 18.18	2 18.18	
1013	CORRECTIONS SERGEANT LG*	4	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	
1014	CORRECTIONS SERGEANT/4%LG *	4	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	
1015	CORRECTIONS SERGEANT/7%LG *	4	25	2 8.00	0 0.00	0 0.00	0 0.00	1 4.00	3 12.00	3 12.00	9 36.00	9 36.00	9 36.00	
1021	CORRECTIONS SERGEANT/7% LG	4	6	2 33.33	1 16.67	0 0.00	0 0.00	0 0.00	3 50.00	2 33.33	2 33.33	2 33.33	2 33.33	
1136	DEPUTY SHERIFF 3 LG *	4	11	0 0.00	0 0.00	0 0.00	0 0.00	1 9.09	1 9.09	1 9.09	1 9.09	1 9.09	1 9.09	
1141	SCIENTIFIC INVESTIGATOR 3 LG *	4	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	
6273	JUVENILE CUSTODY SERVICES SPEC	4	65	11 16.92	9 13.85	1 1.54	3 4.62	24 36.92	26 40.00	26 40.00	26 40.00	26 40.00	26 40.00	
6359	NUISANCE ENFORCEMENT OFFICER	4	1	0 0.00	0 0.00	0 0.00	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	
Group Total			123	16 13.01	10 8.13	1 0.81	6 4.88	33 26.83	40 32.52	40 32.52	40 32.52	40 32.52	40 32.52	

Job Group 4C Entry Level Official

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
1006	CORRECTIONS OFFICER/4% *	4	101	6	5.94	2	1.98	0	0.00	6	5.94	14	13.86	20	19.80
1007	CORRECTIONS OFFICER/7% *	4	87	11	12.64	1	1.15	1	1.15	3	3.45	16	18.39	26	29.89
1010	CORRECTIONS OFFICER LG *	4	10	0	0.00	0	0.00	0	0.00	2	20.00	2	20.00	3	30.00
1011	CORRECTIONS OFFICER/4% LG *	4	7	2	28.57	0	0.00	0	0.00	0	0.00	2	28.57	0	0.00
1012	CORRECTIONS OFFICER/7% LG *	4	66	5	7.58	0	0.00	0	0.00	2	3.03	7	10.61	9	13.64
1016	CORRECTIONS OFFICER LG20	4	4	1	25.00	0	0.00	0	0.00	0	0.00	1	25.00	3	75.00
1017	CORRECTION OFFICER/4% LG	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1018	CORRECTIONS OFFICER/7% LG	4	19	4	21.05	0	0.00	0	0.00	0	0.00	4	21.05	2	10.53
1120	DEPUTY SHERIFF 1 *	4	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
1122	DEPUTY SHERIFF 2 *	4	18	1	5.56	1	5.56	0	0.00	1	5.56	3	16.67	1	5.56
1123	DEPUTY SHERIFF 3 *	4	33	0	0.00	1	3.03	0	0.00	2	6.06	3	9.09	4	12.12
2025	DEPUTY SHERIFF	4	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
2029	CORRECTIONS OFFICER	4	130	9	6.92	2	1.54	2	1.54	3	2.31	16	12.31	24	18.46
6267	COMMUNITY WORKS LEADER	4	20	7	35.00	0	0.00	1	5.00	0	0.00	8	40.00	6	30.00
Group Total			501	46	9.18	7	1.40	4	0.80	19	3.79	76	15.17	98	19.56

Job Group Analysis

Job Group 5A Senior/ Mid Level Support

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6005 ADMINISTRATIVE SECRETARY	5	23	3 13.04	1 4.35	0 0.00	1 4.35	5 21.74	20 86.96							
6020 PROGRAM DEVELOPMENT TECH	5	28	4 14.29	3 10.71	0 0.00	1 3.57	8 28.57	22 78.57							
6024 HEALTH INFORMATION SPEC/SENIOR	5	4	1 25.00	0 0.00	0 0.00	1 25.00	2 50.00	3 75.00							
6025 TAX COLLECTION SPECIALIST	5	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 50.00							
6047 COMMUNITY HEALTH WORKER 2	5	36	5 13.89	3 8.33	1 2.78	13 36.11	22 61.11	27 75.00							
6054 ADMINISTRATIVE ASSISTANT	5	2	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00							
6104 EQUIPMENT/PROPERTY COORDINATOR	5	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00							
6107 EQUIPMENT/PROPERTY TECHNICIAN	5	33	1 3.03	1 3.03	0 0.00	0 0.00	2 6.06	14 42.42							
6247 VICTIM ADVOCATE	5	7	1 14.29	0 0.00	0 0.00	0 0.00	1 14.29	7 100.00							
6248 BACKGROUND INVESTIGATOR	5	1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00							
6249 D A INVESTIGATOR	5	6	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	3 50.00							
6285 JUVENILE COUNSELING ASSISTANT	5	11	2 18.18	2 18.18	0 0.00	1 9.09	5 45.45	7 63.64							
9720 OPERATIONS ADMINISTRATOR	5	19	1 5.26	0 0.00	0 0.00	1 5.26	2 10.53	12 63.16							
Group Total		173	18 10.40	10 5.78	1 0.58	18 10.40	47 27.17	119 68.79							

Job Group 5B Entry Level Support

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6012 CLINIC MEDICAL ASSISTANT	5	12	1	8.33	2	16.67	0	0.00	3	25.00	7	58.33	11	91.67	
6401 SYSTEMS OPERATOR	5	5	0	0.00	1	20.00	0	0.00	0	0.00	1	20.00	3	60.00	
6045 TAX EXEMPTION SPECIALIST	5	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6046 COMMUNITY HEALTH WORKER 1	5	5	1	20.00	0	0.00	0	0.00	3	60.00	4	80.00	5	100.00	
6067 ANIMAL CONTROL OFFICER	5	11	0	0.00	0	0.00	2	18.18	1	9.09	3	27.27	8	72.73	
6112 PURCHASING SPECIALIST 1	5	6	2	33.33	2	33.33	0	0.00	0	0.00	4	66.67	6	100.00	
6116 RECORDS ADMINISTRATION ASST	5	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00	
6142 ELECTRONIC TECHNICIAN ASST	5	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6157 JUVENILE RECORDS TECHNICIAN	5	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	100.00	
6258 FACILITY SECURITY OFFICER	5	45	1	2.22	2	4.44	0	0.00	1	2.22	4	8.89	17	37.78	
6266 CORRECTIONS TECHNICIAN	5	52	4	7.69	2	3.85	2	3.85	1	1.92	9	17.31	38	73.08	
6294 HEALTH ASSISTANT	5	61	3	4.92	4	6.56	0	0.00	31	50.82	39	63.93	44	72.13	
6298 CASE MANAGER 1	5	45	5	11.11	5	11.11	0	0.00	1	2.22	11	24.44	35	77.78	
6300 ELIGIBILITY SPECIALIST	5	14	4	28.57	2	14.29	0	0.00	5	35.71	11	78.57	11	78.57	
6342 NUTRITION ASSISTANT	5	15	2	13.33	3	20.00	0	0.00	7	46.67	12	80.00	14	93.33	
7202 LIBRARY CLERK	5	127	3	2.36	4	3.15	0	0.00	3	2.36	10	7.87	95	74.80	
7203 LIBRARY PAGE	5	122	0	0.00	11	9.02	2	1.64	2	1.64	17	13.93	77	63.11	
7208 PUBLICATION SPECIALIST	5	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
7211 LIBRARY ASSISTANT	5	92	1	1.09	3	3.26	0	0.00	2	2.17	6	6.52	70	76.09	
7224 LIBRARY MATERIALS PROCESSOR	5	3	0	0.00	0	0.00	0	0.00	1	33.33	1	33.33	3	100.00	
9634 ADMINISTRATIVE SECRETARY/NR	5	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
Group Total		626	28	4.47	41	6.55	6	0.96	61	9.74	140	22.36	444	70.93	

Job Group 6A Senior Level Clerical

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6003 CLERICAL UNIT SUPERVISOR	6	11	2	18.18	0	0.00	0	0.00	1	9.09	3	27.27	10	90.91	
6074 DATA TECHNICIAN	6	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6097 FAC MAINT DISPATCH/SCHEDULER	6	5	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	3	60.00	
6151 MCSO RECORDS SUPERVISOR	6	6	0	0.00	1	16.67	0	0.00	0	0.00	1	16.67	4	66.67	
6241 LEGAL ASSISTANT/SENIOR	6	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	4	100.00	
6322 MEDICAL RECORDS TECH/SENIOR	6	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	2	100.00	
Group Total		30	2	6.67	1	3.33	0	0.00	1	3.33	4	13.33	24	80.00	

Job Group 6B Mid Level Clerical

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6002 OFFICE ASSISTANT/SENIOR	6	152	15	9.87	7	4.61	1	0.66	9	5.92	33	21.71	136	89.47	
6027 FISCAL ASSISTANT/SENIOR	6	22	2	9.09	3	13.64	1	4.55	4	18.18	10	45.45	17	77.27	
6101 HUMAN RESOURCES TECHNICIAN	6	9	2	22.22	1	11.11	0	0.00	0	0.00	3	33.33	8	88.89	
6150 MCSO RECORDS TECHNICIAN	6	45	5	11.11	2	4.44	0	0.00	2	4.44	9	20.00	31	68.89	
6212 PARALEGAL ASSISTANT/COUNTY ATTORNEY	6	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	50.00	
6246 LEGAL ASSISTANT	6	16	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	15	93.75	
7230 PRODUCTION ASSISTANT	6	1	0	0.00	0	0.00	1	100.00	0	0.00	1	100.00	1	100.00	
9025 OPERATIONS SUPERVISOR	6	14	1	7.14	0	0.00	0	0.00	0	0.00	1	7.14	11	78.57	
9061 HUMAN RESOURCES TECHNICIAN	6	3	1	33.33	0	0.00	0	0.00	0	0.00	1	33.33	2	66.67	
9663 DISTRIBUTION SUPERVISOR	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	
9692 HEALTH OPERATIONS SUPERVISOR	6	17	0	0.00	2	11.76	0	0.00	0	0.00	2	11.76	11	64.71	
Group Total		282	26	9.22	15	5.32	3	1.06	15	5.32	60	21.28	234	82.98	

Job Group 6C Entry Level Clerical

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
6000 OFFICE ASSISTANT 1	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6001 OFFICE ASSISTANT 2	6	329	23	6.99	17	5.17	4	1.22	40	12.16	88	26.75	289	87.84
6009 MEDICAL SERVICES CLERK	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6184 FLEET & SUPPORT SERVICES SPEC	6	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00
6299 CASE MANAGEMENT ASSISTANT	6	15	2	13.33	1	6.67	0	0.00	0	0.00	3	20.00	11	73.33
6321 MEDICAL RECORDS TECHNICIAN	6	10	1	10.00	1	10.00	0	0.00	0	0.00	2	20.00	10	100.00
Group Total		357	26	7.28	19	5.32	4	1.12	40	11.20	93	26.05	312	87.39

Job Group 7A Senior/Mid Level Craft

Job Code & Title		EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%		
3105	SIGN FABRICATOR	7	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6149	CARPENTER/LOCKSMITH	7	3	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6177	HEAVY EQUIPMENT OPERATOR	7	5	0	0.00	1	20.00	1	20.00	0	0.00	2	40.00	0	0.00	
6182	EQUIPMENT MECHANIC 2	7	9	0	0.00	0	0.00	0	0.00	1	11.11	2	22.22	0	0.00	
9623	BRIDGE MAINTENANCE SUPERVISOR	7	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Group Total			21	0	0.00	1	4.76	1	4.76	1	4.76	4	19.05	0	0.00	

Job Group 7B Entry Level Craft

Job Code & Title	EEO	Tot Emp	Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
			#	%	#	%	#	%	#	%	#	%	#	%
3061 ELECTRICIAN	7	11	0	0.00	1	9.09	0	0.00	0	0.00	1	9.09	0	0.00
6060 BRIDGE MAINTENANCE MECHANIC	7	7	1	14.29	1	14.29	1	14.29	0	0.00	3	42.86	0	0.00
6093 CHEMICAL APPLICATOR OPERATOR	7	4	0	0.00	0	0.00	0	0.00	0	0.00	1	25.00	0	0.00
6121 HVAC ENGINEER	7	12	2	16.67	0	0.00	0	0.00	0	0.00	2	16.67	0	0.00
6133 BLACKSMITH	7	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6147 CARPENTER	7	7	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6180 EQUIPMENT MECHANIC 1	7	2	0	0.00	0	0.00	0	0.00	2	100.00	2	100.00	0	0.00
6181 BODY AND FENDER MECHANIC	7	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9689 FLEET MAINTENANCE SUPERVISOR	7	1	0	0.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
Group Total		47	3	6.38	2	4.26	1	2.13	2	4.26	10	21.28	0	0.00

Job Group 8A Senior/ Mid Level Maintenance

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6065 ANIMAL CARE TECHNICIAN	8	6	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	6	100.00	
6092 MAINTENANCE WORKER	8	20	1	5.00	1	5.00	1	5.00	2	10.00	5	25.00	1	5.00	
6094 FACILITIES MAINTENANCE WORKER	8	6	2	33.33	0	0.00	0	0.00	0	0.00	2	33.33	0	0.00	
6096 MAINTENANCE CREW LEADER	8	5	0	0.00	2	40.00	0	0.00	0	0.00	2	40.00	0	0.00	
6110 WAREHOUSE WORKER/CHIEF	8	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6245 SEWING SPECIALIST	8	2	0	0.00	1	50.00	0	0.00	0	0.00	1	50.00	2	100.00	
Group Total		40	3	7.50	4	10.00	1	2.50	2	5.00	10	25.00	9	22.50	

Job Group 8B Entry Level Maintenance

Job Code & Title	EEO	Tot Emp		Black		Asian		Nat Amer		Hispanic		Tot Min		Female	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
6059 BRIDGE OPERATOR	8	11	1	9.09	0	0.00	0	0.00	0	0.00	1	9.09	2	18.18	
6062 ANIMAL CARE AIDE	8	2	1	50.00	0	0.00	0	0.00	0	0.00	1	50.00	0	0.00	
6098 STRIPER OPERATOR	8	4	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
6109 WAREHOUSE WORKER	8	8	1	12.50	0	0.00	2	25.00	0	0.00	3	37.50	0	0.00	
6124 DRIVER	8	12	1	8.33	0	0.00	0	0.00	0	0.00	2	16.67	3	25.00	
6125 GARAGE ATTENDANT	8	3	1	33.33	1	33.33	0	0.00	0	0.00	2	66.67	0	0.00	
6173 TRUCK DRIVER	8	10	0	0.00	0	0.00	1	10.00	2	20.00	3	30.00	0	0.00	
7206 OUTREACH DRIVER	8	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
9024 LAUNDRY SUPERVISOR	8	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	
Group Total		52	5	9.62	1	1.92	3	5.77	2	3.85	12	23.08	5	9.62	

Availability Analysis

The **Availability Analysis** section estimates the amount of people available within the targeted recruitment area to fill positions and determines the organization's level of work force utilization.

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Availability Factor Computation Form

Page 1

Job Group 1A - Executive Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	4.25	6.61	0.69	7.74	19.41	45.23	75.0	3.19	4.96	0.52	5.81	14.56	33.92	Western Region - 5 state combined & weighted
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	8.41	7.48	0.93	1.87	18.69	63.55	25.0	2.10	1.87	0.23	0.47	4.67	15.89	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.29	6.83	0.75	6.27	19.23	49.81
Employment #:	5	4	0	1	10	23 (47 total)
Employment %:	10.64	8.51	0.00	2.13	21.28	48.94
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Job Group 1B - Mid Level Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.60	2.13	0.38	1.90	6.07	48.04	50.0	0.80	1.07	0.19	0.95	3.04	24.02	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.70	4.48	0.75	2.99	17.91	50.75	50.0	4.85	2.24	0.38	1.50	8.96	25.38	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.65	3.31	0.57	2.45	11.99	49.40
Employment #:	5	3	1	1	10	45 (65 total)
Employment %:	7.69	4.62	1.54	1.54	15.38	69.23
Underutilized:	NO	NO	NO	YES	NO	NO

Availability Factor Computation Form

Job Group 2A - Senior Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	0.94	2.55	0.31	1.41	5.30	44.53	78.0	0.73	1.99	0.24	1.10	4.13	34.73	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.04	5.23	1.07	3.31	17.61	69.26	22.0	1.55	1.15	0.24	0.73	3.87	15.24	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	2.28	3.14	0.48	1.83	8.01	49.97
Employment #:	38	30	2	25	98	324 (558 total)
Employment %:	6.81	5.38	0.36	4.48	17.56	58.06
Underutilized:	NO	NO	YES	NO	NO	NO

Availability Factor Computation Form

Job Group 2B - Mid Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.12	3.06	0.66	1.56	8.50	55.63	80.0	2.50	2.45	0.53	1.25	6.80	44.50	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.34	7.52	0.92	8.81	25.69	80.73	20.0	1.47	1.50	0.18	1.76	5.14	16.15	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.96	3.95	0.71	3.01	11.94	60.65
Employment #:	66	51	8	28	154	512 (867 total)
Employment %:	7.61	5.88	0.92	3.23	17.76	59.05
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 2B1 - Mid Level Health Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.17	3.50	0.61	1.60	6.88	86.55	85.0	0.99	2.98	0.52	1.36	5.85	73.57	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	2.27	0.00	0.00	0.00	4.55	88.64	15.0	0.34	0.00	0.00	0.00	0.68	13.30	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.34	2.98	0.52	1.36	6.53	86.86
Employment #:	9	16	1	6	38	211 (260 total)
Employment %:	3.46	6.15	0.38	2.31	14.62	81.15
Underutilized:	NO	NO	YES	NO	NO	NO

Availability Factor Computation Form

Job Group 2C - Entry Level Professionals

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.46	2.62	0.88	2.58	7.59	47.85	90.0	1.31	2.36	0.79	2.32	6.83	43.07	Portland-Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	50.00	10.0	0.00	0.00	0.00	0.00	0.00	5.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.31	2.36	0.79	2.32	6.83	48.07
Employment #:	4	8	0	2	16	74 (123 total)
Employment %:	3.25	6.50	0.00	1.63	13.01	60.16
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Job Group 3A - Senior Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.35	3.01	0.50	2.38	7.23	33.13	33.0	0.45	0.99	0.17	0.79	2.39	10.93	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	4.74	4.74	2.11	1.58	13.16	52.63	67.0	3.18	3.18	1.41	1.06	8.82	35.26	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.62	4.17	1.58	1.84	11.20	46.20
Employment #:	3	1	0	3	7	35 (73 total)
Employment %:	4.11	1.37	0.00	4.11	9.59	47.95
Underutilized:	NO	YES	YES	NO	NO	NO

Availability Factor Computation Form

Job Group 3B - Mid Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.70	1.89	1.06	2.07	6.83	58.90	70.0	1.19	1.32	0.74	1.45	4.78	41.23	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.57	5.65	0.43	5.65	21.74	87.83	30.0	2.87	1.70	0.13	1.70	6.52	26.35	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.06	3.02	0.87	3.14	11.30	67.58
Employment #:	4	6	3	6	20	63 (107 total)
Employment %:	3.74	5.61	2.80	5.61	18.69	58.88
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 3C - Entry Level Technician

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	1.72	1.53	0.11	1.55	4.92	68.50	85.0	1.46	1.30	0.09	1.32	4.18	58.23	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.00	15.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	1.46	1.30	0.09	1.32	4.18	58.23
Employment #:	3	13	0	3	20	72 (83 total)
Employment %:	3.61	15.66	0.00	3.61	24.10	86.75
Underutilized:	NO	NO	YES	NO	NO	NO

Availability Factor Computation Form

Job Group 4B - Mid Level Management

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.19	4.70	0.90	3.15	12.60	17.44	60.0	1.31	2.82	0.54	1.89	7.56	10.46	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	9.18	1.40	0.80	3.79	15.17	19.56	40.0	3.67	0.56	0.32	1.52	6.07	7.82	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.99	3.38	0.86	3.41	13.63	18.29
Employment #:	16	10	1	6	33	40 (123 total)
Employment %:	13.01	8.13	0.81	4.88	26.83	32.52
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 4C - Entry Level Official

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.59	4.54	0.84	3.02	12.60	20.05	90.0	2.33	4.09	0.76	2.72	11.34	18.05	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	11.20	1.60	0.00	5.60	18.40	55.20	10.0	1.12	0.16	0.00	0.56	1.84	5.52	Feeder Job Composition

Eighty-Percent Rule:
Underutilization is declared when employment is below 80% of availability.

Availability:	3.45	4.25	0.76	3.28	13.18	23.57
Employment #:	46	7	4	19	76	98 (501 total)
Employment %:	9.18	1.40	0.80	3.79	15.17	19.56
Underutilized:	NO	YES	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 5A - Senior/ Mid Level Support

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.00	1.95	0.60	1.30	5.84	66.98	43.0	0.86	0.84	0.26	0.56	2.51	28.80	Portland-Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	7.07	7.74	0.34	21.89	37.37	73.74	57.0	4.03	4.41	0.19	12.48	21.30	42.03	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.89	5.25	0.45	13.04	23.81	70.83
Employment #:	18	10	1	18	47	119 (173 total)
Employment %:	10.40	5.78	0.58	10.40	27.17	68.79
Underutilized:	NO	NO	NO	YES	NO	NO

Availability Factor Computation Form

Job Group 5B - Entry Level Support

Factor	Raw Statistics						%	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.58	3.10	0.83	2.37	8.85	73.81	90.0	2.32	2.79	0.75	2.13	7.97	66.43	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	6.74	4.61	0.82	8.55	21.55	85.53	10.0	0.67	0.46	0.08	0.86	2.16	8.55	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.00	3.25	0.83	2.99	10.12	74.98
Employment #:	28	41	6	61	140	444 (626 total)
Employment %:	4.47	6.55	0.96	9.74	22.36	70.93
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 6A - Senior Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.48	2.74	0.41	2.40	8.06	74.46	63.5	1.57	1.74	0.26	1.52	5.12	47.28	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	8.12	5.23	1.08	9.93	25.27	86.46	36.5	2.96	1.91	0.39	3.62	9.22	31.56	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.54	3.65	0.65	5.15	14.34	78.84
Employment #:	2	1	0	1	4	24 (30 total)
Employment %:	6.67	3.33	0.00	3.33	13.33	80.00
Underutilized:	NO	NO	YES	YES	NO	NO

Availability Factor Computation Form

Job Group 6B - Mid Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.94	3.18	1.04	2.28	10.41	79.95	51.0	2.01	1.62	0.53	1.16	5.31	40.77	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.66	4.79	0.87	9.37	21.57	84.31	49.0	2.77	2.35	0.43	4.59	10.57	41.31	Feeder Job Composition

Eighty-Percent Rule:
Underutilization is declared when employment is below 80% of availability.

Availability:	4.78	3.97	0.96	5.75	15.88	82.09
Employment #:	26	15	3	15	60	234 (282 total)
Employment %:	9.22	5.32	1.06	5.32	21.28	82.98
Underutilized:	NO	NO	NO	NO	NO	NO

Availability Factor Computation Form

Job Group 6C - Entry Level Clerical

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	5.59	3.48	1.03	2.04	12.03	83.37	100.0	5.59	3.48	1.03	2.04	12.03	83.37	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	5.59	3.48	1.03	2.04	12.03	83.37	
Employment #:	26	19	4	40	93	312	(357 total)
Employment %:	7.28	5.32	1.12	11.20	26.05	87.39	
Underutilized:	NO	NO	NO	NO	NO	NO	

Availability Factor Computation Form

Job Group 7A - Senior/Mid Level Craft

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.31	1.89	2.93	1.80	8.89	14.08	45.0	1.04	0.85	1.32	0.81	4.00	6.34	Portland--Vancouver, OR--WA CMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	5.88	0.00	0.00	5.88	14.71	0.00	55.0	3.23	0.00	0.00	3.23	8.09	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	4.27	0.85	1.32	4.04	12.09	6.34
Employment #:	0	1	1	1	4	0 (21 total)
Employment %:	0.00	4.76	4.76	4.76	19.05	0.00
Underutilized:	YES	NO	NO	NO	NO	YES

Availability Factor Computation Form

Job Group 7B - Entry Level Craft

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	2.11	1.29	0.95	4.00	8.35	14.09	100.0	2.11	1.29	0.95	4.00	8.35	14.09	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	2.11	1.29	0.95	4.00	8.35	14.09	
Employment #:	3	2	1	2	10	0	(47 total)
Employment %:	6.38	4.26	2.13	4.26	21.28	0.00	
Underutilized:	NO	NO	NO	NO	NO	YES	

Availability Factor Computation Form

Job Group 8A - Senior/ Mid Level Maintenance

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.99	1.68	1.16	4.90	11.71	22.00	75.0	2.99	1.26	0.87	3.68	8.78	16.50	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	3.07	7.36	3.07	1.84	17.18	52.76	25.0	0.77	1.84	0.77	0.46	4.30	13.19	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.76	3.10	1.64	4.14	13.08	29.69
Employment #:	3	4	1	2	10	9 (40 total)
Employment %:	7.50	10.00	2.50	5.00	25.00	22.50
Underutilized:	NO	NO	NO	NO	NO	YES

Availability Factor Computation Form

Job Group 8B - Entry Level Maintenance

Factor	Raw Statistics						% Weight	Weighted Factor						Source of Statistics
	Blk	Asi	Nat	His	Min	Fem		Blk	Asi	Nat	His	Min	Fem	
1. Percentage of minorities or women with requisite skills in the reasonable recruitment area.	3.32	1.58	0.74	1.85	7.54	20.05	100.0	3.32	1.58	0.74	1.85	7.54	20.05	Portland, OR PMSA
2. The percentage of minorities or women among those promotable, transferable, and trainable within the contractor's organization.	0.00	0.00	0.00	0.00	0.00	0.00	0.0	0.00	0.00	0.00	0.00	0.00	0.00	Feeder Job Composition

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Availability:	3.32	1.58	0.74	1.85	7.54	20.05	
Employment #:	5	1	3	2	12	5	(52 total)
Employment %:	9.62	1.92	5.77	3.85	23.08	9.62	
Underutilized:	NO	NO	NO	NO	NO	YES	

Utilization Analysis

The **Utilization Analysis** section makes a determination if based on the three (3) previous analyses, job groups exist in which qualified and available members of protected classes are underutilized, or not obtaining opportunities for hire in proportion to their availability in the job market.

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Utilization Analysis

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Job Group & Name	Tot Emp	EMPLOYMENT %						AVAILABILITY %						UNDER- UTILIZED?					
		Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem
1A Executive Management	47	10.64	8.51	0.00	2.13	21.28	48.94	4.05	5.55	0.68	7.73	18.08	57.98	NO	NO	YES	YES	NO	NO
1B Mid Level Management	65	7.69	4.62	1.54	1.54	15.38	69.23	0.82	0.58	0.04	0.74	2.16	15.83	NO	NO	NO	NO	NO	NO
2A Senior Level Professionals	558	6.81	5.38	0.36	4.48	17.56	58.06	0.83	3.02	0.27	1.11	5.21	29.00	NO	NO	NO	NO	NO	NO
2B Mid Level Professionals	867	7.61	5.88	0.92	3.23	17.76	59.05	3.94	3.43	0.74	1.27	9.41	52.11	NO	NO	NO	NO	NO	NO
2B1 Mid Level Health Professionals	260	3.46	6.15	0.38	2.31	14.62	81.15	1.01	3.20	0.54	1.30	6.02	77.61	NO	NO	YES	NO	NO	NO
2C Entry Level Professionals	123	3.25	6.50	0.00	1.63	13.01	60.16	1.17	2.16	0.45	1.17	5.13	83.43	NO	NO	YES	NO	NO	YES
3A Senior Level Technician	73	4.11	1.37	0.00	4.11	9.59	47.95	0.92	1.01	0.08	0.74	2.77	17.90	NO	NO	YES	NO	NO	NO
3B Mid Level Technician	107	3.74	5.61	2.80	5.61	18.69	58.88	2.09	0.57	0.15	1.41	4.24	52.98	NO	NO	NO	NO	NO	NO
3C Entry Level Technician	83	3.61	15.66	0.00	3.61	24.10	86.75	0.14	2.01	0.00	1.84	4.00	74.00	NO	NO	NO	NO	NO	NO
4B Mid Level Management	123	13.01	8.13	0.81	4.88	26.83	32.52	1.26	3.00	0.60	2.04	8.04	9.06	NO	NO	NO	NO	NO	NO
4C Entry Level Official	501	9.18	1.40	0.80	3.79	15.17	19.56	9.72	0.00	0.00	0.00	9.72	72.36	NO	NO	NO	NO	NO	YES
5A Senior/ Mid Level Support	173	10.40	5.78	0.58	10.40	27.17	68.79	1.20	1.71	0.33	0.89	4.16	27.20	NO	NO	NO	NO	NO	NO
5B Entry Level Support	626	4.47	6.55	0.96	9.74	22.36	70.93	2.39	2.64	0.67	2.57	8.16	71.90	NO	NO	NO	NO	NO	NO
6A Senior Level Clerical	30	6.67	3.33	0.00	3.33	13.33	80.00	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
6B Mid Level Clerical	282	9.22	5.32	1.06	5.32	21.28	82.98	1.88	1.40	0.54	1.14	4.98	41.19	NO	NO	NO	NO	NO	NO
6C Entry Level Clerical	357	7.28	5.32	1.12	11.20	26.05	87.39	4.21	2.90	1.01	1.93	10.12	71.69	NO	NO	NO	NO	NO	NO
7A Senior/Mid Level Craft	21	0.00	4.76	4.76	4.76	19.05	0.00	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
7B Entry Level Craft	47	6.38	4.26	2.13	4.26	21.28	0.00	0.00	0.00	0.00	0.00	0.00	47.40	NO	NO	NO	NO	NO	YES
8A Senior/ Mid Level Maintenance	40	7.50	10.00	2.50	5.00	25.00	22.50	0.00	0.00	0.00	0.00	0.00	0.00	NO	NO	NO	NO	NO	NO
8B Entry Level Maintenance	52	9.62	1.92	5.77	3.85	23.08	9.62	0.90	0.73	0.17	0.90	2.72	31.36	NO	NO	NO	NO	NO	YES

Total Employees:

4435

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

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Multnomah, Or

July 1, 2002-June 30, 2003

Significance of Utilization Statistics

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Job Group & Name	UNDERUTILIZED?						STANDARD DEVIATION						STATISTICALLY SIGNIFICANT?					
	Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem	Blk	Asi	Nat	His	Min	Fem
1A Executive Management	NO	NO	YES	YES	NO	NO			0.57	1.44		1.26	NO	NO	NO	NO	NO	NO
1B Mid Level Management	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2A Senior Level Professionals	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2B Mid Level Professionals	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
2B1 Mid Level Health Professionals	NO	NO	YES	NO	NO	NO			0.34				NO	NO	NO	NO	NO	NO
2C Entry Level Professionals	NO	NO	YES	NO	NO	YES			0.75			6.94	NO	NO	NO	NO	NO	YES
3A Senior Level Technician	NO	NO	YES	NO	NO	NO			0.24				NO	NO	NO	NO	NO	NO
3B Mid Level Technician	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
3C Entry Level Technician	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
4B Mid Level Management	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
4C Entry Level Official	NO	NO	NO	NO	NO	YES	0.41					26.43	NO	NO	NO	NO	NO	YES
5A Senior/ Mid Level Support	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
5B Entry Level Support	NO	NO	NO	NO	NO	NO						0.54	NO	NO	NO	NO	NO	NO
6A Senior Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
6B Mid Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
6C Entry Level Clerical	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
7A Senior/Mid Level Craft	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
7B Entry Level Craft	NO	NO	NO	NO	NO	YES						6.51	NO	NO	NO	NO	NO	YES
8A Senior/ Mid Level Maintenance	NO	NO	NO	NO	NO	NO							NO	NO	NO	NO	NO	NO
8B Entry Level Maintenance	NO	NO	NO	NO	NO	YES						3.38	NO	NO	NO	NO	NO	YES

Eighty-Percent Rule:

Underutilization is declared when employment is below 80% of availability.

Standard deviations of 2.00 or greater are generally regarded as statistically significant.

Goals

The **Goals** section outlines the benchmarks for measuring the organizations performance in correcting areas of underutilization.

Multnomah County 2003

Multnomah, Or

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Goals Report

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Job Group & Name	GOAL %					
	Blk	Asi	Nat	His	Min	Fem
1A Executive Management			0.68	7.73		
1B Mid Level Management						
2A Senior Level Professionals						
2B Mid Level Professionals						
2B1 Mid Level Health Professionals			0.54			
2C Entry Level Professionals			0.45			83.43
3A Senior Level Technician			0.08			
3B Mid Level Technician						
3C Entry Level Technician						
4B Mid Level Management						
4C Entry Level Official						72.36
5A Senior/ Mid Level Support						
5B Entry Level Support						
6A Senior Level Clerical						
6B Mid Level Clerical						
6C Entry Level Clerical						
7A Senior/Mid Level Craft						
7B Entry Level Craft						47.40
8A Senior/ Mid Level Maintenance						
8B Entry Level Maintenance						31.36

IDENTIFICATION OF PROBLEM AREAS BY ORGANIZATIONAL UNIT AND JOB GROUP

The County has conducted in-depth analyses of our total employment process, including an analysis of our 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 Work Force by Organizational Unit and Job Group:**

- A. 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 19.4% and are represented in 94% of Multnomah County's departments. Further, minorities are represented in 100% of the departments that employ 10 or more people. Women are employed at a rate of 59.6% and are represented in 99% of all departments, and 100% of all departments that employ 10 or more persons. This analysis suggests that there is no policy or practice of excluding minorities or women from any departments.

- B. 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 availability to determine underutilization. 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. A brief written rationale for the selection of the recruitment areas and internal pools by job group follows:

1A - Executive Management

Factor 1: Western Region - 5 states combined & weighted - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 1A - Executive 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. The County is using govjobs.com to expand its recruitment and outreach to a national pool of candidates to consider for executive level positions.

Factor 2: Feeder Job Composition - This pool of feeder positions for job group 1A - Executive Management was chosen based on reasonable paths of progression within Multnomah County 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.

1B - Mid Level Management

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 1B - Mid Level 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 Composition - This pool of feeder positions for job group 1B – Mid Level Management was chosen based on reasonable paths of progression within Multnomah County 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.

2A - Senior Level Professionals

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 2A - Senior Level Professionals. 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 Composition - This pool of feeder positions for job group 2A - Senior Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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.

2B - Mid Level Professionals

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 2B - Mid Level Professionals. 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 Composition - This pool of feeder positions for job group 2B – Mid Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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.

2B1 - Mid Level Health Professionals

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 2B1 - Mid Level Health Professionals. 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 Composition - This pool of feeder positions for job group 2B1 - Mid Level Health Professionals was chosen based on reasonable paths of progression within Multnomah County 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.

2C - Entry Level Professionals

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 2C - Entry Level Professionals. 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 Composition - This pool of feeder positions for job group 2C - Entry Level Professionals was chosen based on reasonable paths of progression within Multnomah County 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.

3A - Senior Level Technician

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 3A - Senior Level Technician. 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 Composition - This pool of feeder positions for job group 3A - Senior Level Technician was chosen based on reasonable paths of progression within Multnomah County 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.

3B - Mid Level Technician

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 3B - Mid Level Technician. 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 Composition - This pool of feeder positions for job group 3B - Mid Level Technician was chosen based on reasonable paths of progression within Multnomah County 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.

3C - Entry Level Technician

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 3C - Entry Level Technician. 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 Composition - This pool of feeder positions for job group 3C - Entry Level Technician was chosen based on reasonable paths of progression within Multnomah County 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.

4B - Mid Level Management

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 4B - Mid Level 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 Composition - This pool of feeder positions for job group 4B - Mid Level Management was chosen based on reasonable paths of progression within Multnomah County 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.

4C - Entry Level Official

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 4C - Entry Level Official. 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 Composition - This pool of feeder positions for job group 4C - Entry Level Official was chosen based on reasonable paths of progression within Multnomah County 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.

5A - Senior/ Mid Level Support

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 5A - Senior/ Mid Level 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 Composition - This pool of feeder positions for job group 5A - Senior/ Mid Level Support was chosen based on reasonable paths of progression within Multnomah County 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.

5B - Entry Level Support

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 5B - Entry Level 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 Composition - This pool of feeder positions for job group 5B - Entry Level Support was chosen based on reasonable paths of progression within Multnomah County 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.

6A - Senior Level Clerical

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 6A - Senior Level Clerical. 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 Composition - This pool of feeder positions for job group 6A - Senior Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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.

6B - Mid Level Clerical

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 6B - Mid Level Clerical. 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 Composition - This pool of feeder positions for job group 6B - Mid Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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.

6C - Entry Level Clerical

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 6C - Entry Level Clerical. 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 Composition - This pool of feeder positions for job group 6C - Entry Level Clerical was chosen based on reasonable paths of progression within Multnomah County 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.

7A - Senior/Mid Level Craft

Factor 1: Portland--Vancouver, OR--WA CMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 7A - Senior/Mid Level Craft. 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 Composition - This pool of feeder positions for job group 7A - Senior/Mid Level Craft was chosen based on reasonable paths of progression within Multnomah County 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.

7B - Entry Level Craft

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 7B - Entry Level Craft. 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 Composition - This pool of feeder positions for job group 7B - Entry Level Craft was chosen based on reasonable paths of progression within Multnomah County 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.

8A - Senior/ Mid Level Maintenance

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 8A - Senior/Mid Level 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 Composition - This pool of feeder positions for job group 8A - Senior/ Mid Level Maintenance was chosen based on reasonable paths of progression within Multnomah County 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.

8B - Entry Level Maintenance

Factor 1: Portland, OR PMSA - This is the geographical area from which Multnomah County usually seeks or reasonably would seek workers to fill positions in job group 8B - Entry Level 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 Composition - This pool of feeder positions for job group 8B - Entry Level Maintenance was chosen based on reasonable paths of progression within Multnomah County 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.

1. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for minorities countywide, but may exist in some departments.
2. Our analysis, conducted in accordance with OFCCP regulations, reveals that significant underutilization by job group is not a problem for women as women are underutilized only in Job Group(s):

2C Entry Level Professionals, 4C Entry Level Official, 7B Entry Level Craft, 8B Entry Level Maintenance

3. As determined by the utilization analysis, any other areas of underutilization are clearly not statistically significant. To ensure the full and successful implementation of the Affirmative Action Program, Multnomah County has set benchmarks for activities to attract minorities and women in identified areas of underutilization.
4. Multnomah County has established affirmative action benchmarks and programs to correct any deficiencies as defined by the OFCCP, and will continue to make a good faith effort to reach these benchmarks and implement action-oriented programs, which are detailed elsewhere in the Affirmative Action Plan.

In establishing benchmarks, the following principles apply:

- (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, Multnomah County has established percentage annual benchmarks at least equal to the availability figure derived for women or minorities, as appropriate, for that job group.
- (2) Benchmarks are not rigid and inflexible 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, Multnomah County makes selections in a nondiscriminatory manner. Benchmarks 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 protected status;
- (4) Benchmarks do not create set-asides for specific groups, nor are they intended to achieve proportional representation or equal results;
- (5) Benchmarks are not used to supersede merit selection principles, nor do these benchmarks require Multnomah County 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 benchmarks by job group for the period from July 01, 2002 - June 30, 2003 reveals the following areas of significant success for minorities and women:

Goal Attainment

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Goal Attainment Report

Page 1

Job Group	Target Group	Goal %	Hires	%	Promos	%	Total Opps	%	Achieved? *
1A	Asian	5.55	0 of 4	0.00	0 of 4	0.00	0 of 8	0.00	LIMITED
1A	Native American	0.68	0 of 4	0.00	0 of 4	0.00	0 of 8	0.00	LIMITED
1B	Asian	0.58	0 of 1	0.00	1 of 4	25.00	1 of 5	20.00	YES
1B	Native American	0.04	0 of 1	0.00	0 of 4	0.00	0 of 5	0.00	LIMITED
1B	Hispanic	0.74	0 of 1	0.00	0 of 4	0.00	0 of 5	0.00	LIMITED
2A	Asian	3.02	3 of 15	20.00	0 of 6	0.00	3 of 21	14.29	YES
2A	Native American	0.27	0 of 15	0.00	0 of 6	0.00	0 of 21	0.00	LIMITED
2B	Native American	0.74	2 of 20	10.00	1 of 10	10.00	3 of 30	10.00	YES
2B1	Hispanic	1.30	0 of 11	0.00	0 of 0	0.00	0 of 11	0.00	LIMITED
2C	Black	1.17	0 of 8	0.00	0 of 1	0.00	0 of 9	0.00	LIMITED
2C	Asian	2.16	0 of 8	0.00	0 of 1	0.00	0 of 9	0.00	LIMITED
3A	Native American	0.08	0 of 4	0.00	0 of 2	0.00	0 of 6	0.00	LIMITED
3A	Hispanic	0.74	0 of 4	0.00	0 of 2	0.00	0 of 6	0.00	LIMITED
3B	Native American	0.15	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
3C	Asian	2.01	1 of 8	12.50	0 of 0	0.00	1 of 8	12.50	YES
3C	Hispanic	1.84	0 of 8	0.00	0 of 0	0.00	0 of 8	0.00	LIMITED
4B	Native American	0.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4C	Female	72.36	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	NO
5A	Native American	0.33	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
5B	Native American	0.67	0 of 29	0.00	0 of 0	0.00	0 of 29	0.00	LIMITED
6B	Asian	1.40	0 of 5	0.00	0 of 4	0.00	0 of 9	0.00	LIMITED
6B	Native American	0.54	0 of 5	0.00	0 of 4	0.00	0 of 9	0.00	LIMITED
6B	Hispanic	1.14	0 of 5	0.00	1 of 4	25.00	1 of 9	11.11	YES
6C	Native American	1.01	0 of 10	0.00	0 of 1	0.00	0 of 11	0.00	LIMITED
7B	Female	47.40	0 of 4	0.00	0 of 0	0.00	0 of 4	0.00	NO
8B	Asian	0.73	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
8B	Native American	0.17	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
8B	Hispanic	0.90	0 of 2	0.00	1 of 2	50.00	1 of 4	25.00	YES

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited opportunities. This indicates the goal percent times total opportunities to the job group was less than one person.

2. Personnel Activity

Multnomah County 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 or gender. These activities include applicant flow, hires, promotions, terminations, and other personnel actions.

A. Applicant Flow

During the plan year, July 01, 2002 - June 30, 2003, Multnomah County posted the majority of all open positions with the Oregonian Newspaper. Additionally, information on position openings was shared with media and organizations like the National Forum for Black Public Administrators, Portland Urban League, and the Oregon Tradeswomen to broaden and diversify the applicant pools for job openings. Applications for open positions were accepted by the Human Resources Department, and all persons interested in obtaining employment with Multnomah County 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.

B. Hires

All hiring at Multnomah County is conducted on the basis of nondiscriminatory criteria and procedures are developed by the Central Human Resources Division. 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 any protected factor.
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 Multnomah County is an Equal Opportunity Employer.
3. Interviews are conducted by persons who are briefed in the law with regard to equal employment opportunity and affirmative action.
4. Tests are administered and conducted in a non-discriminatory manner.
5. All employees are encouraged to refer qualified applicants to Multnomah County for employment. In addition, Multnomah County has formal recruitment procedures to apprise various diverse groups, educational institutions, and other referral sources of openings.

**Personnel Action
Summary:
New Hires**

Personnel Action Summaries--New Hires

For Period: 07/01/2002 to 06/30/2003

Job Group	EEO Category	TOT	Male					Female					Min Tot		
			Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi		Nat	His
5A	Senior/ Mid Level Support	2	1	0	0	1	0	0	1	0	1	0	0	0	2
5B	Entry Level Support	29	10	3	0	1	0	5	19	14	2	1	0	2	12
EEO 5		31	11	3	0	2	0	5	20	14	3	1	0	2	14
% Tot			35.48	9.68	0.00	6.45	0.00	16.13	64.52	45.16	9.68	3.23	0.00	6.45	45.16
6A	Senior Level Clerical	1	0	0	0	0	0	0	1	1	0	0	0	0	0
6B	Mid Level Clerical	5	2	2	0	0	0	0	3	1	1	0	0	0	2
6C	Entry Level Clerical	10	0	0	0	0	0	0	10	6	0	0	0	4	4
EEO 6		16	2	2	0	0	0	0	14	8	1	0	0	4	6
% Tot			12.50	12.50	0.00	0.00	0.00	0.00	87.50	50.00	6.25	0.00	0.00	25.00	37.50
7B	Entry Level Craft	4	4	2	1	0	0	0	0	0	0	0	0	0	2
EEO 7		4	4	2	1	0	0	0	0	0	0	0	0	0	2
% Tot			100.00	50.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00
8A	Senior/ Mid Level Maintenance	1	0	0	0	0	0	0	1	1	0	0	0	0	0
8B	Entry Level Maintenance	2	1	1	0	0	0	0	1	0	0	0	0	0	1
EEO 8		3	1	1	0	0	0	0	2	1	0	0	0	0	1
% Tot			33.33	33.33	0.00	0.00	0.00	0.00	66.67	33.33	0.00	0.00	0.00	0.00	33.33
Report Total		130	49	31	1	3	1	6	81	56	6	7	2	7	43
% Tot			37.69	23.85	0.77	2.31	0.77	4.62	62.31	43.08	4.62	5.38	1.54	5.38	33.08

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. As noted previously, 130 new employees were hired during the period from July 01, 2002 - June 30, 2003, including 43 minorities at 33% and 81 women at 62%. This activity is further summarized by job group in the following report:

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:

- Multnomah County provides every reasonable opportunity for employees to advance. In this regard, training and other developmental opportunities are offered.
- 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 Multnomah County.
- Management-initiated promotions are based on performance and other job-related criteria without discrimination on account of any protected factor.

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:

D. Compensation Systems

As part of its affirmative action obligations, Multnomah County has and continues to evaluate its compensation structure to determine whether there are pay disparities based on gender, race, or ethnicity. According to our analysis, we have not identified any significant problem areas. If Multnomah County 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, performance, education, previous experience, etc. Where appropriate, Multnomah County will take all reasonable and immediate steps to make any necessary adjustments.

E. Terminations

Multnomah County 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, Multnomah County makes its decisions without regard to any protected factor. A report summarizing terminations by job group follows:

3. Technical Phases of Compliance

Our analysis of the technical phases of compliance reveals that Multnomah County fully complies with all the technical phases of its affirmative action obligations:

- (a) Equal Employment Opportunity posters are prominently displayed in each Multnomah County location.
- (b) Multnomah County notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- (c) Multnomah County requires that all of their qualified contractors and subcontractors develop and maintain a written affirmative action program.
- (d) Multnomah County'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 Multnomah County'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 Multnomah County bulletin boards and are updated when the plan is revised or new laws create additional posting requirements.
- (h) All personnel and employment records made or kept by Multnomah County are retained for the required period as mandated by OFCCP regulations.
- (i) Multnomah County files bi-annual EEO-4 reports with the Federal Equal Employment Opportunity Commission.

**Personnel Action
Summary:
Terminations**

Multnomah County 2003

Multnomah, Or

July 1, 2002-June 30, 2003

Personnel Action Summaries--Terminations

Page 1

For Period: 07/01/2002 to 06/30/2003

Job Group EEO Category	TOT	Male						Female						Min Tot
		Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi	Nat	His	
1A Executive Management	6	3	3	0	0	0	0	3	3	0	0	0	0	0
1B Mid Level Management	10	6	5	1	0	0	0	4	3	1	0	0	0	2
1C Entry Level Management	1	1	1	0	0	0	0	0	0	0	0	0	0	0
EEO 1	17	10	9	1	0	0	0	7	6	1	0	0	0	2
% Tot		58.82	52.94	5.88	0.00	0.00	0.00	41.18	35.29	5.88	0.00	0.00	0.00	11.76
2A Senior Level Professionals	94	29	25	2	2	0	0	65	57	3	3	0	1	12
2B Mid Level Professionals	128	55	39	13	1	0	1	73	53	11	6	1	2	36
2B1 Mid Level Health Professionals	30	5	5	0	0	0	0	25	20	1	0	0	4	5
2C Entry Level Professionals	18	4	4	0	0	0	0	14	14	0	0	0	0	0
EEO 2	270	93	73	15	3	0	1	177	144	15	9	1	7	53
% Tot		34.44	27.04	5.56	1.11	0.00	0.37	65.56	53.33	5.56	3.33	0.37	2.59	19.63
3A Senior Level Technician	6	1	1	0	0	0	0	5	2	0	1	1	1	3
3B Mid Level Technician	17	5	3	1	0	0	1	12	10	0	1	0	1	4
3C Entry Level Technician	10	1	1	0	0	0	0	9	6	0	2	0	1	3
EEO 3	33	7	5	1	0	0	1	26	18	0	4	1	3	10
% Tot		21.21	15.15	3.03	0.00	0.00	3.03	78.79	54.55	0.00	12.12	3.03	9.09	30.30
4B Mid Level Management	9	7	5	2	0	0	0	2	2	0	0	0	0	2
4C Entry Level Official	36	27	24	1	1	0	1	9	7	1	0	0	1	5
EEO 4	45	34	29	3	1	0	1	11	9	1	0	0	1	7
% Tot		75.56	64.44	6.67	2.22	0.00	2.22	24.44	20.00	2.22	0.00	0.00	2.22	15.56

Personnel Action Summaries--Terminations

For Period: 07/01/2002 to 06/30/2003

Job Group	EEO Category	TOT	Male					Female					Min Tot		
			Tot	Wht	Blk	Asi	Nat	His	Tot	Wht	Blk	Asi		Nat	His
5A	Senior/ Mid Level Support	29	11	6	1	1	1	2	18	11	5	0	1	1	12
5B	Entry Level Support	70	16	12	2	0	0	1	54	40	2	4	1	7	18
EEO 5		99	27	18	3	1	1	3	72	51	7	4	2	8	30
% Tot			27.27	18.18	3.03	1.01	1.01	3.03	72.73	51.52	7.07	4.04	2.02	8.08	30.30
6A	Senior Level Clerical	2	0	0	0	0	0	0	2	1	0	0	1	0	1
6B	Mid Level Clerical	24	3	3	0	0	0	0	21	17	2	1	1	0	4
6C	Entry Level Clerical	68	18	14	2	0	0	2	50	36	5	2	0	7	18
EEO 6		94	21	17	2	0	0	2	73	54	7	3	2	7	23
% Tot			22.34	18.09	2.13	0.00	0.00	2.13	77.66	57.45	7.45	3.19	2.13	7.45	24.47
7A	Senior/Mid Level Craft	1	1	1	0	0	0	0	0	0	0	0	0	0	0
7B	Entry Level Craft	4	4	4	0	0	0	0	0	0	0	0	0	0	0
EEO 7		5	5	5	0	0	0	0	0	0	0	0	0	0	0
% Tot			100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8A	Senior/ Mid Level Maintenance	3	3	2	0	0	0	1	0	0	0	0	0	0	1
8B	Entry Level Maintenance	3	3	3	0	0	0	0	0	0	0	0	0	0	0
EEO 8		6	6	5	0	0	0	1	0	0	0	0	0	0	1
% Tot			100.00	83.33	0.00	0.00	0.00	16.67	0.00	0.00	0.00	0.00	0.00	0.00	16.67
Report Total		569	203	161	25	5	1	9	366	282	31	20	6	26	126
% Tot			35.68	28.30	4.39	0.88	0.18	1.58	64.32	49.56	5.45	3.51	1.05	4.57	22.14

DEVELOPMENT AND IMPLEMENTATION OF ACTION ORIENTED PROGRAMS

Multnomah County has developed and executed action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results.

1. Multnomah County has and will continue to analyze all positions and prepare written descriptions to accurately reflect position functions. Due to the use of a position description format, they are and will continue to be consistent for the same position from one organizational unit to another.
2. Job descriptions have been and will continue to be reviewed to determine what knowledge, skills, abilities, and other requirements are necessary for the adequate performance of every job. Specifications will continue to be consistent for the same job title in all organizational units and will not contain any requirements that would result in discrimination on the basis of any protected factor.
3. Job descriptions are available to incumbents and all members of management involved in the recruiting, screening, selection, and promotion process. Job descriptions are also made available to employees and recruiting sources as appropriate.
4. The selection process is carefully reviewed to assure the various stages are free from discrimination.
 - A. All supervisory personnel have been instructed to ensure elimination of discrimination in all personnel actions in which they are involved.
 - B. The tests administered by Multnomah County are job-related.
 - C. Application forms do not contain questions with potential discriminatory effects.
 - D. Multnomah County does not and will not use any selection techniques that can be improperly used to discriminate against minority groups, persons with disabilities, or women.
5. Multnomah County has evaluated its techniques for improving recruitment and increasing the flow of qualified minority or female applicants through the following:
 - A. Minority and female, as well as non-minority and male, employees are actively encouraged to refer applicants to our organization.

B. Multnomah County relies on various sources including, the State Department of Employment as well as job fairs and recruiting programs sponsored by local community colleges and other community organizations seeking qualified candidates for open positions.

C. Multnomah County provides an orientation program to inform new employees of their equal employment responsibilities, promotional opportunities, Multnomah County rules, ways to alleviate any problems that might arise, and any other issues related to affirmative action compliance.

D. Local organizations will continue to be contacted for referrals of diverse applicants.

E. Multnomah County utilizes the Internet to identify targeted recruitment sites for diverse applicants.

F. Furthermore, the County plans to take the following additional steps to eliminate underutilization:

(1) Where underutilization exists as defined by the OFCCP, the County will continue to contact universities and two- and four-year local colleges, vocational technical schools, high schools, local business schools, and state and community organizations which attract a diverse pool of applicants. The County will advise these institutions of our desire to seek a diverse pool of candidates. When possible, the County will participate in job fair and career day activities to reach a diverse pool of candidates.

(2) During the period from July 01, 2002 - June 30, 2003, special recruitment activities were conducted at the following schools and universities:

- Portland Community College
- Concordia College
- Portland State University
- University of Portland

G. We will continue to contact our normal sources of recruitment (e.g., State Employment Office) and advise them that under the Affirmative Action Plan we are specifically seeking a diverse pool of candidates for job openings. During the period from July 01, 2002 - June 30, 2003, targeted recruitment activities were conducted at the following sources:

- Asian Family Center
- Brooks & Associates
- Catholic Resettlement Services
- Confederated Tribes of Grand Ronde
- Immigrant Refugee Center of Oregon
- Northeast One Stop
- Siletz Tribe
- Association of Disabled Veterans
- El Programa Hispano
- Job Corp
- Veteran's Administration

And numerous other resources.

6. Multnomah County has implemented the following programs and procedures to ensure that a diverse pool of candidates is given equal opportunities for promotion:

A. On-the-job training is provided to all qualified employees to assist them in developing the necessary knowledge and skills for promotion to higher-level jobs.

B. Multnomah County utilizes a formal performance evaluation program for all employees. In addition, management and supervisors are trained on the basic methodology of performance evaluation.

C. Regardless of protected class status, no applicant is required to possess higher qualifications than the minimum qualifications described in the class specification for the job; and, any special job requirement identified on the position description.

D. Promotions are based on merit selection principles.

E. The County will continue to make opportunities for advancement into more stimulating positions widely known through our career development process and by encouraging a diverse pool of candidates to take advantage of these opportunities.

F. Special internal training programs are provided as necessary to ensure the achievement of our goals. The following programs are offered to eligible employees without regard to their protected status:

- EEO Management Training
- Harassment Training
- ADA Training
- Wind Mills Disability Training
- A World of Difference
- Annual Diversity Conference

G. The County will continue to participate in targeted external training programs such as the following:

- Bureau of Labor and Industries Civil Rights Division trainings
- Northwest Equal Employment Opportunity Association trainings
- National Employment Law Institute trainings
- Berkshire and Associates Affirmative Action trainings

INTERNAL MONITORING AND REPORTING SYSTEMS

Multnomah County has developed and implemented a monitoring system that periodically measures the effectiveness of the entire Affirmative Action Program. Multnomah County views the activities that are listed below as critical to the success of the Affirmative Action Program.

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 Multnomah County's non-discrimination policy is carried out. Procedures are reviewed and revised as problems are identified.
2. Top management is and continues 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. Multnomah County 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 and information posted on the Diversity, Equity, and Affirmative Action Office's web-site.
4. Multnomah County 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 design and implement corrective actions, including adjustments in programs, as needed.
5. Progress on Multnomah County's Affirmative Action Plan will be discussed at supervisor's meetings, and relevant information will be communicated to employees during regular departmental meetings, including employee network groups and the Countywide Diversity Committee.
6. The Affirmative Action Officer will periodically report to the Multnomah County Chair and other appropriate top management on the effectiveness of the program and will submit recommendations for improvement.

SEX DISCRIMINATION GUIDELINES

Multnomah County complies with the Sex Discrimination Guidelines contained in 41 C.F.R. Section 60-20, and the controlling federal court decisions involving these guidelines; more specifically, Multnomah County will do the following:

1. Multnomah County will continue to recruit employees of both sexes for all positions as they open.
2. When advertising in the newspapers or other media for job openings, Multnomah County will not express any sex preference or place advertisements in columns headed "Male" or "Female." Additionally, when employment advertisements are published, they include the statement "An Equal Opportunity Employer/M/F/D/V" or its abbreviation, to promote awareness of Multnomah County's strong affirmative action commitment.
3. All written personnel policies relating to job policies and practices will not discriminate against employees on the bases of sex.
4. Multnomah County makes no distinction based upon sex in employment opportunities, wages, hours, or other conditions of employment. In the area of employee contributions for insurance, pensions, welfare programs, and other "fringe benefits," both men and women are treated on an equal basis.
5. No distinctions are made between genders with regard to marital status and/or domestic partnerships. This applies to job applicants with young children.
6. Multnomah County maintains appropriate physical facilities for both sexes, including those who are transgender.
7. Women at Multnomah County will not be unlawfully penalized in conditions of employment because they require time away from work on account of child bearing. Multnomah County fully complies with the Family and Medical Leave Act (FMLA).
8. Multnomah County does not maintain a policy of mandatory termination or retirement because of age for either sex.
9. Multnomah County's wage schedules are not related to or based upon the sex of its employees.
10. Multnomah County makes every effort to avoid the concentration of members of one sex in any job classification. Multnomah County makes jobs available to all qualified applicants in all classifications without regard to gender.

- 11. Multnomah County has planned affirmative action (detailed elsewhere in this Plan) to recruit women to apply for jobs where they may be or may have been underutilized.**
- 12. Multnomah County makes no distinctions based on sex in training programs. Access to training programs is not dependent on one's sex.**
- 13. Multnomah County has a policy prohibiting sexual harassment in the work force.**
- 14. Disabilities due to pregnancy are treated the same as any other disability.**

COMPLIANCE WITH GUIDELINES ON DISCRIMINATION BECAUSE OF RELIGION OR NATIONAL ORIGIN

1. Equal Employment Policy

Multnomah County does the following to ensure that no applicants and employees are discriminated against because of religion or national origin:

The Affirmative Action Officer reviews employment practices:

A. To determine whether members of various religious and/or ethnic groups are given equal job opportunities, giving particular attention to those employed in or applying for positions in management job groups.

B. To ensure non-discrimination without regard to religion or national origin, the following activities are conducted:

1. Multnomah County communicates its obligation to provide equal employment opportunity without regard to religion or national origin to all employees. Supervisory personnel receive management training in the area of equal employment and fair labor practices.

2. Internal procedures exist at Multnomah County to implement equal employment opportunity without regard to religion or national origin.

3. A variety of recruitment sources are used to ensure equal employment opportunity without regard to religion and national origin.

2. Accommodations to Religious Observance and Practice

Multnomah County acts in good-faith to accommodate, where reasonable, the religious observances and practices of employees, except where such accommodation causes undue hardship on the conduct of Multnomah County business. The extent of our obligation is determined by Multnomah County needs, financial costs and expenses, and resulting personnel problems, in conformity with applicable law.

3. Non-discrimination

In implementing its equal employment opportunity policy regarding non-discrimination because of religion or national origin, Multnomah County does not discriminate against any qualified employee or applicant because of race, color, religion, sex, disability, or national origin.

ACTION PROGRAMS SUPPORT

- 1. Multnomah County encourages members of management to serve on merit employment councils, community relation boards, and similar organizations.**
- 2. Multnomah County and its employees participate in a variety of community support programs and/or organizations.**
- 3. Multnomah County encourages its staff to participate in lectures promoting employment opportunity in the County.**
- 4. Multnomah County forward to diverse newspapers proclamations recognizing diversity heritage months, events and programs.**
- 5. Multnomah County participates in various community and diversity events such as the Urban League of Portland's Job Fair, Oregon Association for Minority Entrepreneurs, Northwest EEO Association's Seminars and Trainings, Asian Business League, and Hispanic Chamber of Commerce.**
- 6. In addition to our regular program of Corporate Giving, Multnomah County regularly honors requests for donations in the form of contributions, advertising, and services. Multnomah County and its employees plan, sponsor, and participate in numerous community-oriented activities and social programs, including the United Way, the Black United Fund, and Blood Donor Programs.**

CONSIDERATION OF MINORITIES AND WOMEN NOT CURRENTLY IN THE WORK FORCE HAVING REQUISITE SKILLS WHO CAN BE RECRUITED THROUGH AFFIRMATIVE ACTION MEASURES (OPTIONAL)

Multnomah County takes affirmative action to recruit a diverse pool of candidates with requisite skills who are not currently in the workforce. In this connection, Multnomah County takes the following measures to reach out to recruit diverse candidates:

1. Multnomah County places help-wanted advertisements in newspapers that are likely to reach a diverse labor market not currently in the work force.
2. Multnomah County recruits at schools, colleges, and universities that have a diverse student body.
3. Multnomah County actively encourages employee involvement in community programs that will assist persons interested in employment opportunities with the County.
4. Multnomah County reaches out to various diverse communities for employment to participate in seasonal, temporary, and on-call opportunities. Additionally, where opportunities exist, Multnomah County encourages internships targeted to enhance employment opportunities for underutilized and/or diverse groups.

CONCLUSION

The Affirmative Action Plan Year, July 1, 2002 - June 30, 2003, shows a continued commitment to equal employment opportunity and affirmative action, and strong plans to ensure corporate, departmental, and employee success.

Through its Affirmative Action Officer, Robert Phillips, Multnomah County will continue to communicate its policies, both within the organization and to the community to which the County serves. Multnomah County Chair 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 Multnomah County's most recent plan year, an analysis of the composition of the work force was undertaken. The workforce was analyzed by job group and by department to benchmark the utilization levels of minorities and females, and to determine if any underutilization exists when compared to the appropriate external workforce. This analysis revealed that the majority of the work force making up females and minorities are representative of our recruiting populations. Nonetheless, Multnomah County has identified areas to benchmark for improving its overall affirmative action and diversity posture.

Multnomah County 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 Multnomah County's thorough analysis of its work force reveals that Multnomah County is in compliance with the various non-discrimination guidelines and that there is an effort to eliminate any form of discrimination and /or barrier to equal employment opportunities. As outlined in this Affirmative Action Plan, Multnomah County is committed to making equal employment opportunity and fair employment practices a continued reality.

GLOSSARY

Adverse Impact: A substantially different rate of selection that works to the disadvantage of members of a race, sex, or ethnic group.

Affirmative Action: Identifying existing or potential discriminatory conditions and making specific goal oriented corrective actions to eliminate and prevent unlawful discrimination.

Availability Pool: Total of those persons in the relevant work force who meet the minimum qualifications for various jobs.

Benchmark: A benchmark is a device used to measure the organizations performance against an identified outcome.

Compliance: The degree to which the organization carry out the benchmark goals and commitments in the affirmative action plan.

Discrimination: Unequal or different treatment of an individual in any personnel action on the basis of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, or physical or mental disability or other protected status in accordance with applicable law.

Discrimination Complaint: A complaint that a personnel action was motivated by discrimination on the basis of race, religion, sexual orientation, sex, age, color, marital status, national origin, physical or mental disability, gender identity, familial status, source of income or political affiliation.

Disparate Treatment: Different treatment of employees or applicants based on their protected status.

Eighty Percent Rule: The "rule of thumb" for determining adverse impact. A selection rate for any group which is less than 80% (four-fifths) of the rate for other groups is evidence of violation of this rule.

Equal Employment Opportunity (EEO): A system of employment practices under which no individuals are excluded from consideration, participation, promotion, or benefit because of a protected factor. The purpose of affirmative action is to achieve equal employment opportunity.

Goals: Are benchmarks established to correct underutilization, which are to be achieved through good-faith efforts.

Good-Faith Efforts: Those actions that may voluntarily be developed to achieve compliance with the equal opportunity and affirmative action objectives.

Harassment: Verbal or physical conduct that is derogatory or shows hostility towards a employee because of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, or physical or mental disability or other protected status in accordance with applicable law.

Job Group: A grouping of job classifications in particular occupational areas.

Minorities: All persons classified as Black, Hispanic, Asian or Pacific Islander, or American Indian or Alaskan Native.

Notices to be Posted: Notices to employees, applicants for employment, and union members which describe pertinent provisions of the law or regulations, and information pertaining to the filing of a complaint.

Organizational Unit: A group of closely related jobs or functions (for example, a department, branch, or section) which functions as a single unit.

Protected Class: A group of people protected from employment discrimination under various rules or laws based of a designated characteristic.

Requisite Skills: The skills needed to do a job; those skills that make a person eligible for consideration for employment in a job.

Statistically Significant: A number of persons, or a mathematically significant quantity, that is large enough to allow a judgment to be made based on statistical analysis.

Terms and Conditions of Employment: All aspects of an employee's relationship with an employer.

Underutilization: Having fewer women or minorities in the employer's workforce than could reasonably be expected based on their availability in the labor area.

Utilization Analysis: The comparison of the number of minorities and women in the employer's workforce and the jobs that they occupy, to the availability of minorities and women in the labor area, and, in the case of promotional jobs, those promotable employees in the employer's own workforce.

Workforce: The total number of workers actively employed in the county.

Workforce Analysis: A statistical study of the numbers and percentage of employees by race, sex, ethnic origin, in each job category and rank for all employees of a specific employer.

Workplace: Any place county employees work including all county business locations and premises, all county-owned and leased property, or any place occupied by county employees while on-the-job.

AGENDA PLACEMENT REQUEST

BUD MOD #:

Board Clerk Use Only:

Meeting Date: January 22, 2004

Agenda Item #: R-8

Est. Start Time: 10:50 AM

Date Submitted: 12/17/03

Requested Date: 1/22/04

Time Requested: 15 min.

Department: DBCS

Division: Land Use and Transportation

Contact/s: Chuck Beasley

Phone: 503-988-3043

Ext.: 22610

I/O Address: 455/116

Presenters: Chuck Beasley

Agenda Title: A Public Hearing on a Resolution Establishing Fees and Charges for MCC 11.05 Land Use General Provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration and Procedures, 38 Columbia River Gorge National Scenic Area, and Repealing Resolution No. 02-104

NOTE: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide clearly written title.

1. What action are you requesting from the Board? What is the department/agency recommendation?

Action requested is to increase the existing fees for land use planning services for areas outside of Intergovernmental Agreement (IGA) areas, to assess new charges for services that have been provided in the past for free, ~~to authorize the Planning Director to annually raise fees in the amount of any increase in the Consumer Price Index (CPI),~~ and to direct the Planning Director to undertake a fee analysis. The increase proposed here is for the change in the CPI for the period June '01 through June '03 of approximately 3%. Unincorporated areas within the Cities of Portland and Troutdale and other designated unincorporated areas within the Urban Growth Boundary are unaffected by this action.

The proposed fee changes are detailed in the attached PC-03-004 Exhibit A that was provided to and approved by the Planning Commission.

The Multnomah County Planning Commission and staff recommend adoption of the proposed fees. The Planning Commission Resolution is attached to this Staff Report as Exhibit B. The Planning Commission also recommends that the Board authorize the Planning Director to annually raise fees in the amount set by the CPI to more efficiently maintain the authorized level of cost recovery. The Planning Commission further recommends that the Board direct the Planning Director to analyze the fee structure on a priority basis and to consider the amount of cost recovery and the amount of the fee relative to the public interest the permit serves, and to report back to the Commission and Board on the results.

2. Please provide sufficient background information for the Board and the public to understand this issue.

A complete list of fees is included in the table "Land Use Planning Fee Analysis" attached here as Exhibit A. The column under the heading "FY03 Fee [1]" lists the current fees. Where a Ø is shown in that column, a new fee is being proposed. New fees are proposed for the following services:

Building Permit Review: \$50
Address Assignment: \$24
Address Reassignment: \$50
Land Use Compatibility Review: \$40
Wrecker License Review: \$207
DMV Dealer Review: \$40
Subscriptions for land use decisions: \$650 (NSA), \$1,220 (outside NSA), \$1,870 (all)

The existing fees are proposed to be increased by the amount of the Portland Metro area Consumer Price Index to continue the existing level of cost recovery. The authorization for the Planning Director to raise fees as set by the Portland-Salem CPI-W index would streamline the process. The past procedure of taking every adjustment to the Board has resulted in periodic "catch up" efforts and unrealized revenue. The CPI index does not fully account for annual increases in costs, however keeping pace with the index will help maintain cost recovery.

The new subscription fee for persons who want copies of all decisions is proposed to offset the costs of copying, mailing, and maintaining the list. We will however, be posting decisions to the internet prior to the effective date of the subscription fee so that those with internet access can obtain decisions through that source.

Attachments to this agenda item include:

- PC-03-004 Exhibit A. Land Use Planning Fee Analysis
- Exhibit B the Planning Commission Resolution
- The proposed Board Resolution.

3. Explain the fiscal impact (current year and ongoing).

The fiscal impact for FY '04 is a portion of the projected \$13,822 revenue increase because the new fee schedule will not apply for the entire fiscal year (see page 3 of Fee Analysis in Exhibit A).

NOTE: If a Budget Modification or a Contingency Request attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet.

If a budget modification, explain:

- ❖ **What revenue is being changed and why?**
 - ❖ **What budgets are increased/decreased?**
 - ❖ **What do the changes accomplish?**
 - ❖ **Do any personnel actions result from this budget modification? Explain.**

 - ❖ **Is the revenue one-time-only in nature?**
 - ❖ **If a grant, what period does the grant cover?**
 - ❖ **When the grant expires, what are funding plans?**
- NOTE: Attach Bud Mod spreadsheet (FORM FROM BUDGET)**

If a contingency request, explain:

- ❖ **Why was the expenditure not included in the annual budget process?**

- ❖ **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
- ❖ **Why are no other department/agency fund sources available?**
- ❖ **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account.**

- ❖ **Has this request been made before? When? What was the outcome?**

4. Explain any legal and/or policy issues involved.

There are no legal or policy issues.

5. Explain any citizen and/or other government participation that has or will take place.

The proposed fees were the subject of a public hearing at the Planning Commission, and general public notice of that hearing was provided. Public notice of this Board hearing has also been provided. No public comment has been received to date.

Required Signatures:

Department/Agency Director:  Date: 12/16/03

Budget Analyst
By: _____ Date: _____

Dept/Countywide HR
By: _____ Date: _____

Land Use Planning Fee Analysis

October 31, 2003

	Action	FY03 Fee [1]	FY03 Cases	FY03 Revenue	FY04 Fee @ 3% increase [2]	FY04 Projected Revenue [3]
Type I	Building Permit Review	Ø	101	\$0	\$50 [4]	\$5,050
	Address Assignment	Ø	1	\$0	\$24 [5]	\$24
	Address Reassignment (requires notice)	Ø	Ø	\$0	\$50	\$0
	Land Use Compatibility Review	Ø	70	\$0	\$40 [6]	\$2,800
	Sign Permit	\$27	Ø	\$0	\$28	\$0
	Wrecker License Review	Ø	3	\$0	\$207 [7]	\$621
	DMV Dealer Review	Ø	12	\$0	\$40 [8]	\$480
	Grading and Erosion Control	\$344	40	\$13,760	\$354	\$14,160
	Floodplain Development Permit or Review (one & two family dwellings)	\$27	10	\$270	\$28	\$280
	Floodplain Development Permit (all other uses)	\$59	Ø	\$0	\$61	
	Moving of a Floating Home Permit	\$86	8	\$688	\$89	\$712
Type II	Health Hardship Permit	\$172	2	\$344	\$177	\$354
	Health Hardship Renewal	\$86	Ø	\$0	\$89	\$0
	Non-hearing Variance	\$253	1	\$253	\$261	\$261
	Exceptions and Lots of Exception	\$118	1	\$118	\$122	\$122
	Time Extension	\$253	1	\$253	\$261	\$261
	Administrative Decision by Planning Director	\$253	25	\$6,325	\$261	\$6,525
	Willamette River Greenway	\$629	Ø	\$0	\$648	\$0
	Significant Environmental Concern	\$629	14	\$8,806	\$648	\$9,072
	Administrative Modification of Conditions established in prior contested case	\$172	Ø	\$0	\$177	\$0
	Hillside Development	\$457	7	\$3,199	\$471	\$3,297
	National Scenic Area Site Review	\$344	17	\$5,848	\$354	\$6,018
	Temporary Permit	\$172	Ø	\$0	\$177	\$0
	Design Review	\$645	4	\$2,580	\$664	\$2,656
	Category 3 Land Division	\$500	3	\$1,500	\$515	\$1,545
	Category 4 Land Division	\$226	Ø	\$0	\$233	\$0
	Property Line Adjustment	\$183	12	\$2,196	\$188	\$2,256
	Appeal of Administrative Decision	\$108	3	\$324	\$250 [9]	\$750
	Withdrawal of Application					
	- Before app. status letter written	Ø	1	\$0	Full Refund	\$0
	- After status ltr. assess 4 hr.	Ø	3	\$0	\$152	\$456
Withdrawal of Appeal						
- After hearing notice mailed	Ø	Ø	\$0	No Refund	\$0	

Action		FY03 Fee [1]	FY03 Cases	FY03 Revenue	FY04 Fee @ 3% increase [2]	FY04 Projected Revenue
Type III	Planned Development	\$2,006	Ø	\$0	\$2,060 [10]	\$0
	Community Service	\$1,667	4	\$6,668	\$1,717	\$6,868
	Regional Sanitary Landfill	Base fee	Ø	\$0	\$2,217	\$0
	Conditional Use (CU)	\$1,667	3	\$5,001	\$1,717	\$5,151
	CU for Type B Home Occupation	\$775	Ø	\$0	\$798	\$0
	Variance (hearing)	\$549	1	\$549	\$565	\$565
	Modifications of conditions on a prior hearings case w/ rehearing	Full fee for original				
	Lots of Exception	\$796	Ø	\$0	\$820	\$0
	Category 1 Land Division - up to 20 lots	\$1,468	Ø	\$0	\$1,512	\$0
	Category 1 - Fee for each additional lot over 20	\$27	Ø	\$0	\$28	\$0
	Other hearings case	\$570	Ø	\$0	\$587	\$0
	National Scenic Area Site Review	\$1,667	Ø	\$0	\$1,717	\$0
	Withdrawal of Application					
	- Before app. status letter written	Ø	Ø	\$0	Full Refund	\$0
	- After status ltr. assess 4 hr.	Ø	1	\$0	\$152	\$152
- After hearing notice mailed	Ø	Ø	\$0	No Refund	\$0	
Type IV	Legislative or Quasijudicial Plan Revision	\$2,162	1	\$2,162	\$2,200 [10] deposit	\$2,200
	Legislative or Quasijudicial Zone Change	\$1,667	1	\$1,677	\$2,200 [10] deposit	\$2,200
Misc.	Pre-application conference	\$307	23	\$7,061	\$316	\$7,268
	Pre-application conference for home	\$153.50	Ø	\$0	\$158	\$0
	Notice Sign	\$10 per sign	33	\$330	\$10	\$330
	Research Fee (includes mailing list production) (2 hour deposit required)	\$35/hour	Ø	\$0	\$38/hr	\$0
	Photocopies	\$.30 [11] per page	2923	\$877	\$.30 per page	\$877
	Color aerial photograph	\$1	260	\$260	\$6.00 each	\$1,560
	Cassette tape recording of hearing	\$5/tape [12]	Ø	\$0	\$27.50 first tape - additional \$2.50 each additional tape	
	Rescheduled hearing	\$226	Ø	\$0	\$233	\$0

	Action	FY03 Fee [1]	FY03 Cases	FY03 Revenue	FY04 Fee @ 3% increase [2]	FY04 Projected Revenue
Misc.	Subscription for all County land use decisions	Ø	Ø	\$0	\$1,870/year[13]	\$0
	Subscription for all Scenic Area land use decisions	Ø	20	\$0	\$650/year [13]	\$13,000 [14]
	Subscription for all land use decisions except scenic area	Ø	13	\$0	\$1,220/year[13]	\$15,860 [14]
TOTAL				\$ 71,049	\$ 13,822 = Increase	\$ 84,871

[1] Ø indicates there was not previously a fee for this action

[2] Includes estimate of actual cost recovery where no fee previously existed, or where fee existed includes readjustment for actual cost if necessary and 3% increase for Portland CPI during the period June '01 through June '03.

[3] Projected revenue is based on the amount collected for permits in FY '03 and will vary depending upon the number of applications actually received in FY '04.

[4] Deschutes Co. charges \$50, PDX charges \$26 + \$68 for inspection, we don't do inspections on this. Proposed fee covers counter planner time & admin. filing time.

[5] Deschutes Co. charges \$24

[6] Lane Co. charges \$40

[7] Deschutes Co. charges \$700 - these reviews are involved and require significant staff resources

[8] Portland charges \$42

[9] State law sets a limit on how much we can charge - \$250 (ORS 215.416)

[10] This item to be charged actual loaded cost due to lack of cases to use for determining average cost. Current cost for a planner is approximately \$38 per hour. Amount shown is a deposit based on old fixed fee.

[11] A&T charges \$1 per page that a clerk prints out for the public, but they only charge .25 cents per sheet if the customer uses the resource room on their own. We have no resource room and have security issues with our files. Survey charges \$1 for 1 - 5 pages.

[12] Cassette tapes currently include \$2.50 for the cost of the tape and a \$2.50 handling charge, increase needed because it takes OA one hour round trip to get to the vendor (at \$25/hour rate).

[13] This is actual cost of copying & mailing 3rd quarter FY 03 (x4). We do not anticipate collecting this much revenue due to web publication of decisions.

[14] This amount is not included in Projected Revenue due to uncertainty of the number of subscribers when decisions are also available on the internet.

**BEFORE THE PLANNING COMMISSION
for MULTNOMAH COUNTY, OREGON**

RESOLUTION NO. PC-03-004

In the matter of recommending that the Board of Commissioners establish fees and charges to support the Land Use Planning Program including MCC 11.05 Land Use General Provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration and Procedures, 38 Columbia River Gorge National Scenic Area, and related permit and administrative fees, and Repealing Resolution No. 02-104.

The Planning Commission of Multnomah County Finds:

- a. The Planning Commission is authorized by Multnomah County Code Chapters 11.05, and 33 through 36 and Chapter 38, to recommend to the Board of County Commissioners the adoption, revision, or repeal of regulations intended to carry out all or part of a plan adopted by the Board.
- b. Fees charged by the Land Use Planning program are adopted by the Board and are regulations that carry out implementation of the planning program of Multnomah County.
- c. The fees of the Land Use Planning Division were last adjusted in May of 2001 through Resolution No. 01-068, and these fees should now be adjusted to account for the change in the Consumer Price Index since that time.
- d. On July 25, 2002, the Board adopted Resolution No. 02-104 that added fees for planning services provided by Portland and Troutdale under IGAs for areas outside those city limits and within the urban growth boundaries. All fees and charges set by Resolution 01-068 for areas not covered by IGAs were readopted unchanged from the amounts set in Resolution No. 01-068.
- e. The Land Use Planning Division has been providing services for certain Type I reviews and provides copies of decisions on a subscription basis without collecting a fee and it is reasonable to collect a fee for those services.
- f. The Land Use Planning Division will make land use decisions available to the public on the internet concurrently with the Board adoption of subscription fees for those decisions.
- g. In order to reduce administrative costs to maintain authorized cost recovery levels, the Board should authorize the Planning Director to annually raise fees for all Type I through IV permits, and for Pre-application conferences, in an amount consistent with any increase in the Consumer Price Index. Any increase should be calculated for the time period starting at the last increase date, and should be levied based on the calendar year.

The Planning Commission of Multnomah County Resolves:

1. The proposed fee schedule in Exhibit A for Land Use Planning services outside of IGA areas is hereby recommended for adoption by the Board of County Commissioners. Fees set in Resolution No. 02-104 for IGA areas should be readopted.
2. The Commission further recommends that the Board authorize the Planning Director to annually raise fees for all Type I through IV permits, and for Pre-application conferences, in an amount consistent with any increase in the Consumer Price Index. Any increase should be calculated for the time period starting at the last increase date, and should be levied based on the calendar year.
3. The Commission recommends that the Board direct the Planning Director to undertake on a priority basis an analysis of the fee structure to consider the amount of cost recovery, the amount of fees charged relative to the public interest the permit serves, and to include the rationale for any increase.

Approved this 1st day of December, 2003.

PLANNING COMMISSION
FOR MULTNOMAH COUNTY, OREGON


John Ingle, Chair

BOGSTAD Deborah L

From: BEASLEY Charles
Sent: Wednesday, January 21, 2004 9:53 AM
To: BOGSTAD Deborah L
Subject: FW: Land Use Planning Fee Resolution

Deb,
This document needs to be added to the information that is before the Board on the Land Use Planning Fee Resolution. Its set for tomorrow, Agenda Item R-8.

Chuck

-----Original Message-----

From: BEASLEY Charles
Sent: Wednesday, January 21, 2004 9:43 AM
To: SMITH Andy J
Cc: CARROLL Mary P; MARTIN Chuck T; NAITO Terri W; ROMERO Shelli D; TURNER Kathy G; SCHILLING Karen C
Subject: Land Use Planning Fee Resolution

Andy,
The attached file contains a comparison of the new fees we are proposing with comparable fees in four other jurisdictions in the area. The "comps" we used are the cities of Portland and Gresham, and the counties of Washington and Clackamas. The analysis shows is that the fees we propose are generally less than or on par with the two cities and Washington County. Clackamas County is on the low end of all listed fees.

If you have any questions about any of the items in this, please don't hesitate to contact me for clarification. My extension is 22610. I'm scheduled to be in the office all day today up until 4:00 p.m. I suggest that, if you want additional research or more in-depth discussion, we may want to recommend that the Chair continue Agenda Item R8 for another week. That still allows us to meet our implementation target date of February 15, 2004.

Please get back to me with your thoughts on this today if possible.

Thanks

Chuck

Chuck Beasley, Planner
Multnomah County Land Use Planning
1600 SE 190th Avenue, Suite 116
Portland, Oregon 97233
charles.beasley@co.multnomah.or.us
503-988-3043
FAX 503-988-3389

1/21/2004

Comparison of Proposed New Fees with other Jurisdictions

Action	Proposed Multnomah County Fee	City of Portland	City of Gresham	Washington County	Clackamas County
Building Permit	\$50	\$97 minimum + \$1.18 per \$1000 valuation	Included in fee for land use review, or \$25. (proposed \$50)	Bldg. val < \$75,000 charge is \$50. Up to \$250k Charge is \$337.	\$33
Address Assignment	\$24	\$45	\$40	\$67	No charge.
Address Reassignment	\$50	\$45	\$200	\$138	No charge
Land Use Compatibility	\$40	\$152	\$50 for DMV and septic. Letter documentation \$150.	No charge	No charge
Wrecker License Renewal	\$207	\$152 or \$42	\$50 or \$150	No charge	No charge
DMV Dealer Review	\$40	\$152 or \$42	\$50	New license \$95 Renewal \$40	No charge
Withdrawal of Application T2		Before notice, refund is 50% of fee	Charge for time spent on application.	Charge for time spent.	Refund all except \$50
- Before status letter	Full Refund				
-After status letter	\$152				
Withdrawal of Appeal T2	Before notice, full refund.	Before notice, refund is 50% of fee	Charge for time spent on application.	No charge	Full Refund
- After notice mailed	No Refund				

Comparison of Proposed New Fees with other Jurisdictions

Action	Proposed Multnomah County Fee	City of Portland	City of Gresham	Washington County	Clackamas County
Withdrawal of Application T3		Before notice, refund is 50% of fee	Charge for time spent on application.	No charge	Refund all except \$50
- Before App. status letter	Full Refund				
- After App. status letter	\$152				
- After Hearing Notice Mailed	No Refund				
Subscription for Decisions	\$650 to \$1,870 per year.	Do not provide this	Do not provide this	Do not provide this.	Do not provide this.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Establishing Fees and Charges for MCC 11.05 Land Use general provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration and Procedures, 38 Columbia River Gorge National Scenic Area, and Repealing Resolution No. 02-104

The Multnomah County Board of Commissioners Finds:

- a. On April 13, 2000, the Board adopted Ordinance No. 944 establishing land use fees by resolution.
- b. The fees of the Land Use Planning Division were last adjusted in May of 2001 through Resolution No. 01-068, and these fees should now be adjusted to account for the change in the Consumer Price Index since that time.
- c. On July 25, 2002, the Board adopted Resolution No. 02-104 which established land use fees to implement intergovernmental agreements (IGA) with the cities of Portland and Troutdale to provide planning services for areas outside those city limits and within the urban growth boundaries (service area). All fees and charges set by Resolution 01-068 for areas not covered by IGAs were readopted unchanged from the amounts set in Resolution 01-068.
- d. The Land Use Planning Division has been providing services for certain Type I reviews and copies of decisions on a subscription basis without collecting a fee. It is reasonable to collect a fee for those services.
- e. The Land Use Planning Division will make land use decisions available to the public on the internet concurrently with the Board adoption of subscription fees for those decisions.
- f. The fees charged for Land Use Planning services should be evaluated to ensure that the amount of cost recovery is consistent with Board policy considering the type of permit and the public interest the permit serves.

The Multnomah County Board of Commissioners Resolves:

1. Resolution No. 02-104 is repealed and Land Use Planning Division fees for MCC Chapters 11.05, 11.15, 11.45, 37 and 38, excluding planning services provided under IGAs are set as follows:
 - I. Type I Decisions
 - (A) Building Permit Review: \$50
 - (B) Address Assignment: \$24

- (C) Address Reassignment \$50
- (D) Land Use Compatibility Review: \$40
- (E) Sign Permit: \$28
- (F) Wrecker License Review: \$207
- (G) DMV Dealer Review: \$40
- (H) Grading and Erosion Control: \$354
- (I) Floodplain Development Permit (one & two family dwellings): \$28
- (J) Floodplain Development Permit (non-residential structures): \$61
- (K) Floating Structure Placement: \$89

II. Type II Decisions

- (A) Health Hardship Permit: \$177
- (B) Health Hardship Renewal: \$89
- (C) Non-hearing Variance: \$261
- (D) Exceptions and Lots of Exception: \$122
- (E) Time Extension: \$261
- (F) Administrative Decision by Planning Director: \$261
- (G) Willamette River Greenway: \$648
- (H) Significant Environmental Concern: \$648
- (I) Administrative Modification of Conditions Established in Prior Contested Case: \$177
- (J) Hillside Development Permit: \$471
- (K) National Scenic Area Site Review: \$354
- (L) Temporary Permit: \$177
- (M) Design Review: \$664

- (N) Category 3 Land Division: \$515
- (O) Category 4 Land Division: \$233
- (P) Property Line Adjustment: \$188
- (Q) Appeal of Administrative Decision \$250
- (R) Withdrawal of Application
 1. Before application status letter is written: Full Refund
 2. After status letter written, assess 4 hours time at staff loaded cost, currently \$38 per hour.
- (S) Withdrawal of Appeal after hearing notice is mailed: No Refund

III. Type III Decisions

- (A) Planned Development: \$2,060 deposit, charge is actual loaded cost, currently \$38 per hour.
- (B) Community Service: \$1,717
- (C) Regional Sanitary Landfill: \$2,217
- (D) Conditional Use: \$1,717
- (E) Conditional Use for Type B Home Occupation: \$798
- (F) Variance (hearing): \$565
- (G) Modifications of Conditions on a Prior Hearings Case Requiring a Rehearing: Full fee for original decision.
- (H) Lot of Exception: \$820
- (I) Category 1 Land Division – up to 20 lots: \$1,512
- (J) Category 1 Land Division – Fee for each additional lot over 20: \$28
- (K) Other hearings case: \$587
- (L) National Scenic Area Site Review: \$1,717

(M) Withdrawal of Application

1. Before application status letter is written: Full Refund
2. After status letter written, assess 4 hours time at staff loaded cost, currently \$38 per hour.
3. After hearing notice mailed, no refund.

IV. Type IV Decisions

- (A) Quasi-judicial Plan Revision: \$2,200 deposit, charge is actual loaded cost, currently \$38 per hour.
- (B) Quasi-judicial Zone Change: \$2,200 deposit, charge is actual loaded cost, currently \$38 per hour.

V. Miscellaneous Fees

- (A) Pre-application conference: \$316
- (B) Pre-application conference for Type B home occupation: \$158
- (C) Notice Sign: \$10 per sign.
- (D) Research Fee (includes mailing list production – 2 hour minimum deposit): \$38/hr.
- (E) Photocopies: \$.30 per page.
- (F) Cassette tape recording of hearing: \$27.50 first tape, each additional tape \$2.50.
- (G) Rescheduled hearing: \$233
- (H) Subscription for all County land use decisions: \$1,870 per year.
- (I) Subscription for all Scenic Area land use decisions: \$650 per year.
- (J) Subscription for all land use decisions except for Scenic Area: \$1,220 per year.

2. Fees for planning services provided by the City of Troutdale under the IGA are as set by the City of Troutdale.
3. Fees for planning services provided by the City of Portland under IGA are unchanged by this resolution, and are as provided in the attached Exhibit A.
4. The Board directs the Planning Director to undertake on a priority basis an analysis of the fee structure to consider the amount of cost recovery, the amount of fees charged relative to the public interest the permit serves, and to include the rationale for any proposed increase.
5. This Resolution takes effect and Resolution 02-104 is repealed on February 15, 2004.

ADOPTED this 22nd day of January, 2004.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Sandra N. Duffy, Assistant County Attorney

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Land Use Planning Fees for Planning Services Provided by the City of Portland Under IGA Are Set as Follows:

Adjustment Review Residential Use (only)	\$1,647
Non-residential or mixed use	\$1,654
Comprehensive Plan Map Amendment	\$15,849
Conditional Use Type I	\$2,268
Type II (Minor)	\$3,100
Type III (Major)	\$8,283
Conditional use Master Plan and Central City Master Plan Amendment (Minor) Type II	\$7,136
New/Amendment (Major) Type III	\$12,264
Convenience Store Review	\$2,260
Demolition/ Demolition Delay Extension Review	\$3,049
Design Review	0.0041 of construction cost
Minor B	minimum \$773 maximum \$3,276
Minor A (includes residential projects 4)	minimum \$3,436 maximum \$6,813
Major	minimum \$5,258 maximum \$18,071
Environmental Conservation Residential use (only)	\$5,832
Non-residential or mixed use	\$6,971
Environmental Enhancement (Type I)	\$562
Environmental Protection II	\$3,654
Environmental Protection III	\$4,360
Environmental Violation	\$8,659
Excavation and Fill	\$2,311

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Final Plat Review / Final Development Plan Review (for Planned Development or Planned Unit Development)	
If preliminary with Type I with no street	\$1,635
If preliminary was Type I with a street	\$3,509
If preliminary was Type IIx	\$3,509
If preliminary was Type III	\$5,848
Greenway	
Residential use (only)	\$778
Non-residential or mixed use	\$3,956
Hazardous Substances	\$9,077
Historic Landmark designation or removal	
Individual properties	\$3,914
Multiple Properties or districts	\$4,703
Impact Mitigation Plan	
Amendment (Minor) (Type II)	\$2,805
Implementation (Type II)	\$3,445
Amendment (Use) (Type III)	\$4,940
New/Amendment (Major)	\$21,163
Land Division Review	
Type I	\$5,100 + \$123 per lot
Type IIx	\$6,281 + \$123 per lot
Type III (3 lots or fewer and no street)	\$7,154
Type III	\$8,176 + \$123 per lot
Land Division Amendment Review	
Type I	\$3,066
Type IIx	\$3,926
Type III	\$7,154
Non-conforming Status Review	\$2,069

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Non-conforming Situation Review C, E, or I Zone	\$12,405
OS or R Zone	\$4,139
Planned Development Review Type IIx	\$3,939
Type III	\$6,132
Planned Development Amendment / Planned Unit Development Amendment Type IIx	\$2,686
Type III	\$6,929
Pre-Application Conference	\$1,906
Pre-Application Conference for PUD/PD Final Development Plan	\$717
Reasonable use	\$1,354
Statewide Planning Goal	\$28,604
Tree Preservation Violation Review (III)	\$5,757
Tree Review (II)	\$3,877
Validation Review (II)	\$2,194
Zoning Map Amendment	\$4,668
Other Unassigned Reviews Type I	\$2,455
Type II / IIx	\$2,423
Type III	\$5,757
Administrative Reviews	
Community Design Standards Plan Check	\$125
Design Advice Request	\$1,370
Environmental Plan Check	\$716
Expert Consultation (above base fee)	\$80 per hour
Limited Consultation	\$150
Pre-Development Conference	\$950

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Photocopies	\$.50 cents/page
Plan Check Both residential and commercial	\$1.18 per \$1,000 valuation \$97 minimum
Property Line Adjustment	\$927
Renotification Fee	\$486
Transcripts	Actual cost
Zoning Confirmation Tier A (bank letter, lot segregation, new DMV)	\$273
Tier B (zoning/development analysis, Nonconforming standard evidence)	\$792
DMV Renewal	\$42
Appeals Type II / IIx	\$250
Type III	½ of application fee

#1.

MULTNOMAH COUNTY BOARD OF COMMISSIONERS
PUBLIC TESTIMONY SIGN-UP

Please complete this form and return to the Board Clerk
This form is a public record

MEETING DATE: 22 JAN 04

SUBJECT: ESTABLISHING FEES & CHARGES FOR LUP Division

AGENDA NUMBER OR TOPIC: R-8

FOR: X ^{W/CONDITIONS} AGAINST: _____ THE ABOVE AGENDA ITEM

NAME: BOB LEPPER

ADDRESS: PO BOX 94

CITY/STATE/ZIP: TROUTDALE OR 97060

PHONE: DAYS: 503-695-5276 EVES: _____

EMAIL: _____ FAX: _____

SPECIFIC ISSUE: _____

WRITTEN TESTIMONY: NO

IF YOU WISH TO ADDRESS THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Address the County Commissioners from the presenter table microphones. Please limit your comments to **3 minutes**.
3. State your name for the official record.
4. If written documentation is presented, please furnish one copy to the Board Clerk.

IF YOU WISH TO SUBMIT WRITTEN COMMENTS TO THE BOARD:

1. Please complete this form and return to the Board Clerk.
2. Written testimony will be entered into the official record.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-008

Establishing Fees and Charges for MCC 11.05 Land Use general provisions, 11.15 Zoning, 11.45 Land Divisions, 37 Administration and Procedures, 38 Columbia River Gorge National Scenic Area, and Repealing Resolution No. 02-104

The Multnomah County Board of Commissioners Finds:

- a. On April 13, 2000, the Board adopted Ordinance No. 944 establishing land use fees by resolution.
- b. The fees of the Land Use Planning Division were last adjusted in May of 2001 through Resolution No. 01-068, and these fees should now be adjusted to account for the change in the Consumer Price Index since that time.
- c. On July 25, 2002, the Board adopted Resolution No. 02-104 which established land use fees to implement intergovernmental agreements (IGA) with the cities of Portland and Troutdale to provide planning services for areas outside those city limits and within the urban growth boundaries (service area). All fees and charges set by Resolution 01-068 for areas not covered by IGAs were readopted unchanged from the amounts set in Resolution 01-068.
- d. The Land Use Planning Division has been providing services for certain Type I reviews and copies of decisions on a subscription basis without collecting a fee. It is reasonable to collect a fee for those services.
- e. The Land Use Planning Division will make land use decisions available to the public on the internet concurrently with the Board adoption of subscription fees for those decisions.
- f. The fees charged for Land Use Planning services should be evaluated to ensure that the amount of cost recovery is consistent with Board policy considering the type of permit and the public interest the permit serves.

The Multnomah County Board of Commissioners Resolves:

1. Resolution No. 02-104 is repealed and Land Use Planning Division fees for MCC Chapters 11.05, 11.15, 11.45, 37 and 38, excluding planning services provided under IGAs are set as follows:
 - I. Type I Decisions
 - (A) Building Permit Review: \$50
 - (B) Address Assignment: \$24

- (C) Address Reassignment \$50
- (D) Land Use Compatibility Review: \$40
- (E) Sign Permit: \$28
- (F) Wrecker License Review: \$207
- (G) DMV Dealer Review: \$40
- (H) Grading and Erosion Control: \$354
- (I) Floodplain Development Permit (one & two family dwellings): \$28
- (J) Floodplain Development Permit (non-residential structures): \$61
- (K) Floating Structure Placement: \$89

II. Type II Decisions

- (A) Health Hardship Permit: \$177
- (B) Health Hardship Renewal: \$89
- (C) Non-hearing Variance: \$261
- (D) Exceptions and Lots of Exception: \$122
- (E) Time Extension: \$261
- (F) Administrative Decision by Planning Director: \$261
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- (N) Category 3 Land Division: \$515
- (O) Category 4 Land Division: \$233
- (P) Property Line Adjustment: \$188
- (Q) Appeal of Administrative Decision \$250
- (R) Withdrawal of Application
 1. Before application status letter is written: Full Refund
 2. After status letter written, assess 4 hours time at staff loaded cost, currently \$38 per hour.
- (S) Withdrawal of Appeal after hearing notice is mailed: No Refund

III. Type III Decisions

- (A) Planned Development: \$2,060 deposit, charge is actual loaded cost, currently \$38 per hour.
- (B) Community Service: \$1,717
- (C) Regional Sanitary Landfill: \$2,217
- (D) Conditional Use: \$1,717
- (E) Conditional Use for Type B Home Occupation: \$798
- (F) Variance (hearing): \$565
- (G) Modifications of Conditions on a Prior Hearings Case Requiring a Rehearing: Full fee for original decision.
- (H) Lot of Exception: \$820
- (I) Category 1 Land Division – up to 20 lots: \$1,512
- (J) Category 1 Land Division – Fee for each additional lot over 20: \$28
- (K) Other hearings case: \$587
- (L) National Scenic Area Site Review: \$1,717

(M) Withdrawal of Application

1. Before application status letter is written: Full Refund
2. After status letter written, assess 4 hours time at staff loaded cost, currently \$38 per hour.
3. After hearing notice mailed, no refund.

IV. Type IV Decisions

- (A) Quasi-judicial Plan Revision: \$2,200 deposit, charge is actual loaded cost, currently \$38 per hour.
- (B) Quasi-judicial Zone Change: \$2,200 deposit, charge is actual loaded cost, currently \$38 per hour.

V. Miscellaneous Fees

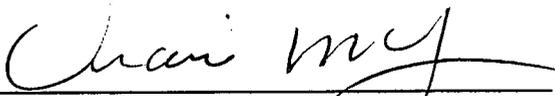
- (A) Pre-application conference: \$316
- (B) Pre-application conference for Type B home occupation: \$158
- (C) Notice Sign: \$10 per sign.
- (D) Research Fee (includes mailing list production – 2 hour minimum deposit): \$38/hr.
- (E) Photocopies: \$.30 per page.
- (F) Cassette tape recording of hearing: \$27.50 first tape, each additional tape \$2.50.
- (G) Rescheduled hearing: \$233
- (H) Subscription for all County land use decisions: \$1,870 per year.
- (I) Subscription for all Scenic Area land use decisions: \$650 per year.
- (J) Subscription for all land use decisions except for Scenic Area: \$1,220 per year.

2. Fees for planning services provided by the City of Troutdale under the IGA are as set by the City of Troutdale.
3. Fees for planning services provided by the City of Portland under IGA are unchanged by this resolution, and are as provided in the attached Exhibit A.
4. The Board directs the Planning Director to undertake on a priority basis an analysis of the fee structure to consider the amount of cost recovery, the amount of fees charged relative to the public interest the permit serves, and to include the rationale for any proposed increase.
5. This Resolution takes effect and Resolution 02-104 is repealed on February 15, 2004.

ADOPTED this 22nd day of January, 2004.



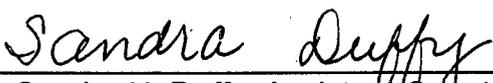
BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON



Diane M. Linn, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 

Sandra N. Duffy, Assistant County Attorney

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Land Use Planning Fees for Planning Services Provided by the City of Portland Under IGA Are Set as Follows:

Adjustment Review Residential Use (only)	\$1,647
Non-residential or mixed use	\$1,654
Comprehensive Plan Map Amendment	\$15,849
Conditional Use Type I	\$2,268
Type II (Minor)	\$3,100
Type III (Major)	\$8,283
Conditional use Master Plan and Central City Master Plan Amendment (Minor) Type II	\$7,136
New/Amendment (Major) Type III	\$12,264
Convenience Store Review	\$2,260
Demolition/ Demolition Delay Extension Review	\$3,049
Design Review	0.0041 of construction cost
Minor B	minimum \$773 maximum \$3,276
Minor A (includes residential projects 4)	minimum \$3,436 maximum \$6,813
Major	minimum \$5,258 maximum \$18,071
Environmental Conservation Residential use (only)	\$5,832
Non-residential or mixed use	\$6,971
Environmental Enhancement (Type I)	\$562
Environmental Protection II	\$3,654
Environmental Protection III	\$4,360
Environmental Violation	\$8,659
Excavation and Fill	\$2,311

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Final Plat Review / Final Development Plan Review (for Planned Development or Planned Unit Development)	
If preliminary with Type I with no street	\$1,635
If preliminary was Type I with a street	\$3,509
If preliminary was Type IIx	\$3,509
If preliminary was Type III	\$5,848
Greenway	
Residential use (only)	\$778
Non-residential or mixed use	\$3,956
Hazardous Substances	
	\$9,077
Historic Landmark designation or removal Individual properties	
	\$3,914
Multiple Properties or districts	
	\$4,703
Impact Mitigation Plan Amendment (Minor) (Type II)	
	\$2,805
Implementation (Type II)	
	\$3,445
Amendment (Use) (Type III)	
	\$4,940
New/Amendment (Major)	
	\$21,163
Land Division Review	
Type I	\$5,100 + \$123 per lot
Type IIx	\$6,281 + \$123 per lot
Type III (3 lots or fewer and no street)	\$7,154
Type III	\$8,176 + \$123 per lot
Land Division Amendment Review	
Type I	\$3,066
Type IIx	\$3,926
Type III	\$7,154
Non-conforming Status Review	
	\$2,069

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Non-conforming Situation Review C, E, or I Zone	\$12,405
OS or R Zone	\$4,139
Planned Development Review Type IIx	\$3,939
Type III	\$6,132
Planned Development Amendment / Planned Unit Development Amendment Type IIx	\$2,686
Type III	\$6,929
Pre-Application Conference	\$1,906
Pre-Application Conference for PUD/PD Final Development Plan	\$717
Reasonable use	\$1,354
Statewide Planning Goal	\$28,604
Tree Preservation Violation Review (III)	\$5,757
Tree Review (II)	\$3,877
Validation Review (II)	\$2,194
Zoning Map Amendment	\$4,668
Other Unassigned Reviews Type I	\$2,455
Type II / IIx	\$2,423
Type III	\$5,757
Administrative Reviews	
Community Design Standards Plan Check	\$125
Design Advice Request	\$1,370
Environmental Plan Check	\$716
Expert Consultation (above base fee)	\$80 per hour
Limited Consultation	\$150
Pre-Development Conference	\$950

Exhibit A to Land Use Fee Resolution (for Services Provided by Portland)

Photocopies	\$.50 cents/page
Plan Check Both residential and commercial	\$1.18 per \$1,000 valuation \$97 minimum
Property Line Adjustment	\$927
Renotification Fee	\$486
Transcripts	Actual cost
Zoning Confirmation Tier A (bank letter, lot segregation, new DMV)	\$273
Tier B (zoning/development analysis, Nonconforming standard evidence)	\$792
DMV Renewal	\$42
Appeals Type II / IIx	\$250
Type III	½ of application fee