



Multnomah County Oregon

Board of Commissioners & Agenda

connecting citizens with information and services

BOARD OF COMMISSIONERS

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APRIL 24 & 26, 2007 BOARD MEETINGS FASTLOOK AGENDA ITEMS OF INTEREST

Pg 2	9:00 a.m. Tuesday Executive Session
Pg 2	9:30 a.m. Tuesday Budget Work Session
Pg 3	6:00 p.m. Tuesday Public Budget Hearing
Pg 4	9:30 a.m. Thursday Opportunity for Public Comment on Non-Agenda Matters
Pg 5	9:55 a.m. Thursday 2007 Legislative Update
Pg 5	10:20 a.m. Thursday Multnomah County 2007-2009 Affirmative Action Plan
Pg 5	10:45 a.m. Thursday Resolution Adopting County Policies to Reduce Benzene Pollution
Pg 5-6	1:30 p.m. Thursday Hearings on Four Measure 37 Claims

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
Saturday, 10:00 AM, Channel 29
Sunday, 11:00 AM, Channel 30
Tuesday, 8:00 PM, Channel 29

Produced through MetroEast Community Media
(503) 667-8848, ext. 332 for further info
or: <http://www.mctv.org>

Tuesday, April 24, 2007 - 9:00 AM
Multnomah Building, Sixth Floor Commissioners Conference Room 635
501 SE Hawthorne Boulevard, Portland

EXECUTIVE SESSION

- E-1 The Multnomah County Board of Commissioners will meet in Executive Session Pursuant to ORS 192.660(2)(d),(e) and/or (h). Only Representatives of the News Media and Designated Staff are allowed to attend. News Media and All Other Attendees are Specifically Directed Not to Disclose Information that is the Subject of the Session. No Final Decision will be made in the Session. Presented by County Attorney Agnes Sowle. 15-30 MINUTES REQUESTED.
-

Tuesday, April 24, 2007 - 9:30 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

BUDGET WORK SESSION

- WS-1 Multnomah County 2007-2008 General Government Budget Work Session. This meeting is open to the public however no public testimony will be taken. 2.5 HOURS REQUESTED.

- Introductions
- Central Citizen Budget Advisory Committee Presentation
- Non-Departmental Presentations
- County Management Presentation
- Community Services Presentation
- Library Services Presentation

CABLE PLAYBACK INFO:

Tuesday, April 24 - 9:30 AM LIVE Channel 29
Friday, April 27 - 8:00 PM Channel 29
Saturday, April 28 - 2:00 PM Channel 29
Sunday, April 29 - 11:00 AM Channel 29

Tuesday, April 24, 2007 - 6:00 PM
Multnomah County East Building, Sharron Kelley Conference Room
600 NE 8th, Gresham

BUDGET HEARING

PH-1 Public Hearing on the 2007-2008 Multnomah County Budget. Testimony is limited to three minutes per person. Fill out a speaker form available in the conference room and turn it into the Board Clerk. The conference room will be open one hour prior to the hearing.

CABLE PLAYBACK INFO:

Tuesday, April 24 - 6:00 PM LIVE Channel 29
Friday, April 27 - 10:30 PM Channel 29
Saturday, April 28 - 4:30 PM Channel 29
Sunday, April 29 - 1:30 PM Channel 29

Thursday, April 26, 2007 - 9:30 AM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

REGULAR MEETING

CONSENT CALENDAR - 9:30 AM **NON-DEPARTMENTAL**

C-1 Appointment of Joseph Barcott to the Multnomah County BICYCLE AND PEDESTRIAN CITIZEN ADVISORY COMMITTEE

SHERIFF'S OFFICE

C-2 New Full On Premises Sales Liquor License for THE VIEW POINT INN, 40301 E Larch Mountain Road, Corbett, OR 97019

DEPARTMENT OF COUNTY MANAGEMENT

C-3 RESOLUTION Authorizing Cancellation of Uncollectible Personal Property Taxes for Tax Years 1992/93 through 2006/07

REGULAR AGENDA

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.

SERVICE DISTRICTS - 9:30 AM

(Recess as the Board of County Commissioners and convene as the governing body for **DUNTHORPE RIVERDALE SANITARY SERVICE DISTRICT NO. 1**)

- R-1 Appointment of Lane Hickey to Serve a Three-Year Term on the Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Committee
- R-2 Appoint Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Committee Chair and Secretary for Fiscal Year 2007-2008
- R-3 Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Message Presentation followed by Public Hearing and Consideration of Approval of the 2007-2008 Dunthorpe Riverdale Sanitary Service District No. 1 Proposed Budget for Submittal to Tax Supervising and Conservation Commission

(Adjourn as the governing body for Dunthorpe Riverdale Sanitary Service District No. 1 and convene as governing body for **MID-COUNTY STREET LIGHTING SERVICE DISTRICT NO. 14**)

- R-4 Appoint Mid-County Street Lighting Service District No. 14 Budget Committee Chair and Secretary for Fiscal Year 2007-2008
- R-5 Mid-County Street Lighting Service District No. 14 Budget Message Presentation followed by Public Hearing and Consideration of Approval the 2007-2008 Mid County Street Lighting Service District No. 14 Proposed Budget for Submittal to Tax Supervising and Conservation Commission

(Adjourn as the governing body for Mid-County Street Lighting Service District No. 14 and reconvene as Board of County Commissioners)

DEPARTMENT OF LIBRARY SERVICES - 9:45 AM

- R-6 Budget Modification LIB-06 Adding a 0.5 FTE Position at Central Library-John Wilson Room of Department of Library Services

DEPARTMENT OF HEALTH – 9:50 AM

- R-7 Budget Modification HD-15 Appropriating \$10,000 from the National Association of Community Health Centers (NACHC) for the Health Department to Participate in NACHC's Hepatitis C Virus Initiative.
- R-8 NOTICE OF INTENT to Apply for a \$40,000 Grant Funding from the Patterson Foundation to Support the Purchase of Dental Equipment

PUBLIC AFFAIRS OFFICE – 9:55 AM

- R-9 Update on 2007 Legislative Activities. Presented by Gina Mattioda. 30 MINUTES REQUESTED.

DEPARTMENT OF COUNTY MANAGEMENT – 10:20 AM

- R-10 Adopting Multnomah County's Affirmative Action Plan for 2007-2009

NON-DEPARTMENTAL - 10:40 AM

- R-11 RESOLUTION Consenting to Department of State Lands Lease Under the New Sauvie Island Bridge
- R-12 RESOLUTION Adopting County Policies to Reduce Benzene Pollution. Presented by Commissioner Jeff Cogen, Lisa Arkin-Oregon Toxics Alliance, Kevin Downing-DEQ, Molly Chidsey-Sustainability Office, and Niki Hruska, Temp-Control. 20 MINUTES REQUESTED.

Thursday, April 26, 2007 - 1:30 PM
Multnomah Building, First Floor Commissioners Boardroom 100
501 SE Hawthorne Boulevard, Portland

REGULAR MEETING - CONTINUED

DEPARTMENT OF COMMUNITY SERVICES - 1:30 PM

- PH-1 Public Hearing to consider and possibly act upon a Measure 37 Claim for Charles Maxson for up to \$385,000 in compensation or relief from land use regulations to allow the partition of each lot into two lots with four residential home sites overall on properties located at 38755 and 39062 E.

Knieriem Rd., Corbett [T1N, R4E, Sec 36C, TL 300 & 400] (Case File T1-06-095). Presented by Ken Born and Sandra Duffy.

PH-2 Public Hearing to consider and possibly act upon a Measure 37 Claim by Sandra Baker et al and Barkers Five LLC for \$33.6 million in compensation or relief from regulations to allow the claimants to construct 3 additional single family dwellings then subdivide and sell 2-acre lots for properties located in the vicinity of 15610 NW Germantown Road, Portland (Case File T1-06-098). Presented by Derrick Tokos and Sandra Duffy

PH-3 Public Hearing to consider and possibly act upon a Measure 37 Claim by George Raymond Smith, The Raymond Smith LLC, and Shirlee Lenske, Lenske Properties LLC, for \$8.5 million or relief from regulations to allow mining of all economically viable sources of gravel, followed by subdivision of the 206 acre property into 75-100 buildable single family dwelling lots, Corbett (Case File T1-06-124). Presented by Derrick Tokos and Sandra Duffy.

PH-4 Public Hearing to consider and possibly act upon a Measure 37 Claim by George Raymond Smith, The Raymond Smith LLC, Raymond Smith Trusts, and Lenske Properties LLC, for \$20.3 million in compensation or relief from regulations to allow the claimants to subdivide 561 acres (17 properties) into 90-104 residential lots and to log riparian buffers along Howard Creek and a tributary. The properties are located south of Corbett, in the vicinity of the Howard Canyon Quarry, Corbett (Case File T1-06-087). Presented by Derrick Tokos and Sandra Duffy

BOARD COMMENT

Opportunity (as time allows) for Commissioners to provide informational comments to Board and public on non-agenda items of interest or to discuss legislative issues.

BOGSTAD Deborah L

From: Multnomah County Chair
Sent: Wednesday, April 11, 2007 3:33 PM
To: #MULTNOMAH COUNTY ALL EMPLOYEES
Subject: Take Our Daughters and Sons to Work Day

The 15th annual *Take Our Daughters and Sons to Work Day* is Thursday April 26. This is an opportunity for children to begin to think about the world of work and their future place in it. Aimed at 8 to 12 year-olds this is an experience that can help young people understand the value of the education they are receiving and the many ways that they might contribute to the community over the course of their lives. It is also a chance for important members of our families to learn a little more about what we do all day.

We encourage Departments and employees to take advantage of this opportunity to share this experience with our children. Employees should consult with their supervisors regarding plans for specific worksites.

We expect that some young folks will drop by the Board of County Commissioners meeting that day and we will recognize them early in the agenda.

More information on this national effort (including some suggested activities) is available at <http://www.daughtersandsonstowork.org/>

TED WHEELER



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: C-1
Est. Start Time: 9:30 AM
Date Submitted: 04/18/07

Agenda Title: Appointment of Joseph Barcott to the Multnomah County Bicycle and Pedestrian Citizen Advisory Committee

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

Requested Meeting Date:	April 26, 2007	Amount of Time Needed:	Consent Agenda
Department:	Non-Departmental	Division:	Chair's Office
Contact(s):	Ted Wheeler, Tara Bowen-Biggs		
Phone:	(503) 988-3308	Ext.	83953
	I/O Address:		503/600
Presenter(s):	N/A		

General Information

1. What action are you requesting from the Board?

Request board approval of appointment of Joseph Barcott to the Multnomah County Bicycle and Pedestrian Citizen Advisory Committee.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The Multnomah County Bicycle and Pedestrian Citizen Advisory Committee advises the Transportation and Land Use Planning Division on matters involving bicycle and pedestrian transportation. The Committee identifies issues, problems and opportunities and assists in evaluating projects for the Bicycle Capital Improvement Plan and Pedestrian Capital Improvement Plan. The Committee serves as a liaison between the Division and organizations represented and serves as a source of volunteers for assisting the Division at public events supporting bicycle and pedestrian issues. The Committee is composed of a minimum of 7 and a maximum of 14 members and up to five alternates all of whom will be appointed by the Chair of the Board with approval of the County Commissioners. Members are appointed to 2-year terms. Alison Winter of the Land Use and Transportation Planning Division is liaison to the Multnomah County Bicycle and Pedestrian Citizen Advisory Committee.

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

No fiscal impact

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

No legal and/or policy issues involved.

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

N/A

Required Signature

Elected Official or
Department/
Agency Director:

TED WHEELER

Date: 04/18/07



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

APPROVED : MULTNOMAH COUNTY
BOARD OF COMMISSIONERS
AGENDA # C-2 DATE 04.26.07
DEBORAH L. BOGSTAD, BOARD CLERK

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: C-2
Est. Start Time: 9:30 AM
Date Submitted: 04/18/07

Agenda Title: **New Full On Premises Sales Liquor License for THE VIEW POINT INN, 40301 E Larch Mountain Road, Corbett, OR 97019**

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

Requested Meeting	<u>April 26, 2007</u>	Amount of Time Needed:	<u>N/A</u>
Department:	<u>Sheriff's Office</u>	Division:	<u>Enforcement</u>
Contact(s):	<u>Kathy Walliker</u>		
Phone:	<u>(503) 251-2520</u>	Ext.	<u>I/O Address: 313/122</u>
Presenter(s):	<u>Consent Calendar</u>		

General Information

1. What action are you requesting from the Board?

Board approval of new liquor license application for The View Point Inn.

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

The Multnomah County Sheriff's Office has completed its investigation for the above liquor license. Assessment and Taxation reported that the address of The View Point Inn 40301 E Larch Mountain Road Corbett, OR 97019, is in compliance with the Assessment and Taxation Office. The Land Use Planning Division reported that they have no objection to the new liquor license. Nothing in the background check of owner/s raised any questions or concerns.

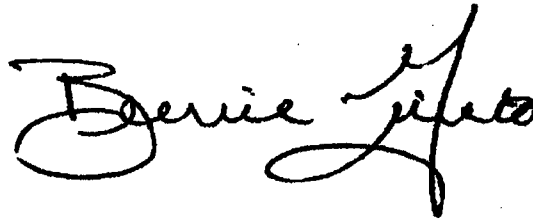
With the investigation completed the Multnomah County Sheriff's Office forwards a **FAVORABLE RECOMMENDATION** for the Liquor License Renewal.

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

4. Explain any legal and/or policy issues involved.
5. Explain any citizen and/or other government participation that has or will take place.

Required Signatures

**Elected Official or
Department/
Agency Director:**



Date: 04/17/2007



MULTNOMAH COUNTY SHERIFF'S OFFICE

501 SE HAWTHORNE BLVD., SUITE 350 • PORTLAND, OR 97214

Exemplary service for a safe, livable community

BERNIE GIUSTO
SHERIFF

503 988-4300 PHONE
503 988-4500 TTY
www.sheriff-mcso.org

April 17, 2007

Board of County Commissioners
501 SE Hawthorne Boulevard, Suite 600
Portland, OR 97214-3587

Oregon Liquor Control Commission
9079 SE McLoughlin Boulevard
Portland, OR 97222-7355

Regarding: The View Point Inn
40301 E Larch Mountain Road
Corbett, OR 97019

Subject: Liquor License Applicant
Full On Premises Sales

Owner: Geoffrey J Thompson
3/15/1961
40301 E Larch Mountain Road
Corbett, OR 97019

Donn A. Simone
08/18/1953
40301 E Larch Mountain Road
Corbett, OR 97019

The Multnomah County Sheriff's Office has completed its investigation for the above liquor license renewal. Assessment and Taxation reported that the address listed 31815 E Columbia River Hwy is in compliance with the Assessment and Taxation Office. The Land Use Planning Division has reported that they have no objection to the renewal of the liquor license. Nothing in the background check of owner/s raised any questions or concerns.

With the investigation completed, the Multnomah County Sheriff's Office forwards a FAVORABLE RECOMMENDATION for the Liquor License Renewal.

Sincerely,

A handwritten signature in black ink that reads "Bernie Giusto". The signature is stylized with a large, looping "B" and a long, sweeping underline.

Bernie Giusto
Sheriff



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: C-3
Est. Start Time: 9:30 AM
Date Submitted: 04/09/07

Agenda Title: **RESOLUTION Authorizing Cancellation of Uncollectible Personal Property Taxes for Tax Years 1992/93 through 2006/07**

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

Requested Meeting Date: April 26, 2007 Amount of Time Needed: N/A
Department: DCM Division: Assessment & Taxation
Contact(s): Kathy Tuneberg or Pat Frahler (number below)
Phone: 503-988-3345 Ext. 22330 I/O Address: 503/175 Collections/
Angelika Loomis
Presenter(s): Consent Calendar

General Information

1. What action are you requesting from the Board?

The Division of Assessment and Taxation is requesting the Board approve the cancellation of Uncollectible Personal Property Taxes for 1992/93 through 2006/07 in the amount of \$244,867.96. The Department of County Management recommends approval.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Certain personal property taxes have been delinquent and the Multnomah County Tax Collector has determined that these taxes are wholly uncollectible and is requesting the Board for an order directing that the taxes be cancelled pursuant to ORS 311.790. Write Off List is attached.

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

Uncollected or canceled taxes decrease the amount able to be distributed to taxing districts. The majority of these uncollectible taxes are from corporations (\$183,582.72) and bankruptcies (\$40,007.11) which are protected from further collection activity.

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

No legal issues are expected.

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

No citizen participation is anticipated. The taxes will be canceled once Board approval is received.

Required Signature

**Elected Official or
Department/
Agency Director:**

Carol M. Ford

Date: 04/03/07

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Authorizing Cancellation of Uncollectible Personal Property Taxes for Tax Years
1992/93 through 2006/07

The Multnomah County Board of Commissioners Finds:

- a. Certain personal property taxes have been delinquent and the Multnomah County Tax Collector and County Attorney have determined that said taxes are wholly uncollectible and have requested the Board for an order directing that the taxes be cancelled pursuant to ORS 311.790.

The Multnomah County Board of Commissioners Resolves:

1. That the Multnomah County Tax Collector is directed to cancel those certain personal property taxes which are listed and appended hereto and incorporated herein, for tax years 1992/93 through 2006/07 for the reason that the same are found to be uncollectible.

ADOPTED this 26th day of April, 2007.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
John Thomas, Deputy County Attorney

SUBMITTED BY:
Carol Ford – Director, Dept of County Management

UNCOLLECTIBLE PERSONAL PROPERTY ACCOUNTS - MARCH 2007

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P377493	WRO	020404	\$9.26	\$6.32
P518820	WRO	041034	\$10.38	\$7.94
P434878	WRO	012064	\$15.93	\$8.92
P556533	WRO	041685	\$11.90	\$9.11
P350809	WRO	994665	\$36.15	\$10.21
P381814	WRO	962016	\$100.04	\$24.75
P427955	WRO	011176	\$101.81	\$30.01
P384312	WRO	962070	\$112.94	\$43.37
P390606	WRO	001107	\$94.51	\$48.55
P366894	WRO	961881	\$142.65	\$55.15
P383650	WRO	941917	\$226.67	\$65.90
P445570	WRO	921224	\$231.85	\$67.80
P372908	WRO	930363	\$260.67	\$69.63
P419249	WRO	930579	\$219.48	\$70.71
M355977	WRO	041761	\$75.22	\$72.95
P446545	WRO	961687	\$195.53	\$74.95
M359174	WRO		\$100.65	\$97.61
P412510	WRO	962324	\$301.04	\$100.90
P426460	WRO	930792	\$374.88	\$104.45
M357662	WRO		\$109.31	\$106.01
M357192	WRO		\$111.14	\$109.68
M356462	WRO		\$116.65	\$113.13
P393344	WRO	950320	\$358.62	\$115.77
M358980	WRO	060734	\$127.83	\$126.55
P395064	WRO	962181	\$396.34	\$130.62
M359736	WRO	032905	\$253.05	\$136.76
P386254	WRO	920347	\$521.57	\$141.70
M355363	WRO	050097	\$215.48	\$152.47
M358597	WRO		\$166.13	\$161.12
M355561	WRO		\$171.16	\$165.99
P362806	WRO	961844	\$474.69	\$167.01
P386484	WRO	930238	\$593.03	\$174.80
P434458	WRO	952518	\$663.25	\$227.63
M360467	WRO	060785	\$282.73	\$228.62
M356330	WRO	061000	\$418.45	\$232.75
P351696	WRO	032087	\$379.45	\$258.72
P426401	WRO	953206	\$866.29	\$282.37
P501890	WRO	010936	\$649.61	\$329.89
P368138	WRO	941798	\$1,203.87	\$382.35
P411915	WRO	020641	\$643.60	\$387.34
M354421	WRO	050973	\$559.83	\$391.66
M361176	WRO		\$426.91	\$414.02
P402284	WRO	962231	\$1,501.16	\$474.47
M356988	WRO	031613	\$1,005.74	\$574.41
P506349	WRO	050793	\$593.82	\$575.90

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P435989	WRO	020087	\$1,164.54	\$577.18
M353756	WRO	050039	\$1,022.37	\$599.37
P504803	WRO	010200	\$1,154.97	\$608.57
M361700	WRO	011858	\$1,205.65	\$634.29
P425093	WRO	932411	\$1,984.03	\$647.70
M358222	WRO	051509	\$1,119.48	\$655.97
M356639	WRO	060114	\$928.17	\$664.06
P414021	WRO	994837	\$1,510.57	\$683.20
P381535	WRO	995343	\$1,533.68	\$692.55
M356055	WRO	970833	\$2,146.79	\$717.44
P402098	WRO	930411	\$2,488.03	\$724.49
M358171	WRO	050503	\$2,066.44	\$736.07
P349952	WRO	020978	\$1,285.96	\$790.55
P572226	WRO	050508	\$1,319.09	\$1,071.98
M356826	WRO	021468	\$3,142.05	\$1,200.77
P528220	WRO	040917	\$2,115.87	\$1,300.54
P435917	WRO	980876	\$4,604.59	\$1,442.43
WRO - 62 Accounts			\$46,223.55	\$21,278.13

P447090	WRO CORP	020015	\$9.13	\$5.61
P524258	WRO CORP	041894	\$54.46	\$5.71
P456351	WRO CORP	020051	\$9.43	\$5.80
P495948	WRO CORP	040150	\$7.92	\$6.06
P522088	WRO CORP	040179	\$8.05	\$6.16
P547286	WRO CORP	041223	\$8.51	\$6.51
P531383	WRO CORP	033521	\$58.77	\$8.02
P416764	WRO CORP	033414	\$59.13	\$8.27
P432576	WRO CORP	021626	\$61.17	\$8.71
P396971	WRO CORP	041723	\$58.97	\$9.16
P404456	WRO CORP	994695	\$19.88	\$9.44
P433054	WRO CORP		\$18.94	\$9.73
P383632	WRO CORP	010489	\$18.31	\$10.25
P522090	WRO CORP	041673	\$61.83	\$11.01
P522089	WRO CORP	040180	\$17.23	\$13.19
P538646	WRO CORP	041655	\$68.71	\$16.62
P397774	WRO CORP	041847	\$72.36	\$19.41
P377807	WRO CORP	032141	\$28.79	\$19.63
P499094	WRO CORP	011009	\$90.47	\$21.88
P489690	WRO CORP	032406	\$34.30	\$23.39
P488303	WRO CORP	032399	\$41.63	\$28.38
P522091	WRO CORP	041674	\$86.24	\$29.14
P551391	WRO CORP	051204	\$35.71	\$31.14
P415782	WRO CORP	021607	\$61.65	\$31.67
P532720	WRO CORP	032671	\$47.14	\$32.14
P435344	WRO CORP	971854	\$96.36	\$35.37
P469720	WRO CORP	011030	\$134.46	\$44.02
P422078	WRO CORP	040038	\$61.42	\$47.00

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P537904	WRO CORP	040063	\$61.42	\$47.00
P537909	WRO CORP	040064	\$61.42	\$47.00
P409246	WRO CORP	011070	\$83.97	\$47.00
P375298	WRO CORP	040584	\$62.41	\$47.76
P367168	WRO CORP	032114	\$70.99	\$48.40
P435508	WRO CORP	020345	\$78.98	\$48.55
P421154	WRO CORP	010986	\$87.78	\$49.13
P544628	WRO CORP	040833	\$64.74	\$49.54
P436048	WRO CORP	041770	\$67.32	\$51.52
P384010	WRO CORP	040001	\$67.36	\$51.55
P469721	WRO CORP	962688	\$176.55	\$54.62
P469700	WRO CORP	011017	\$216.94	\$61.38
P499092	WRO CORP	011007	\$177.33	\$65.60
P491783	WRO CORP	033369	\$147.17	\$66.48
P416507	WRO CORP	032285	\$98.28	\$67.01
P431545	WRO CORP	033518	\$150.73	\$70.73
P469717	WRO CORP	011028	\$192.26	\$73.12
P420240	WRO CORP	962375	\$248.90	\$76.51
P388698	WRO CORP	960173	\$236.99	\$76.52
P503254	WRO CORP	041577	\$125.76	\$79.94
P387502	WRO CORP	942516	\$277.73	\$83.93
P469706	WRO CORP	021303	\$168.26	\$84.70
P426200	WRO CORP	011746	\$172.36	\$96.47
P486669	WRO CORP	032898	\$148.58	\$98.61
P434894	WRO CORP	033082	\$196.25	\$99.06
P495556	WRO CORP	010025	\$234.31	\$102.54
P368080	WRO CORP	041339	\$204.76	\$103.16
P499084	WRO CORP	011001	\$260.80	\$107.62
P469710	WRO CORP	011024	\$214.64	\$108.04
M356485	WRO CORP	050908	\$167.85	\$109.59
P486650	WRO CORP	041517	\$207.82	\$119.41
P469702	WRO CORP	011019	\$240.90	\$121.26
P392916	WRO CORP	011041	\$220.93	\$122.53
P469705	WRO CORP	011021	\$253.13	\$127.42
P506087	WRO CORP	041771	\$326.01	\$127.47
P469711	WRO CORP	011025	\$277.42	\$138.04
P435172	WRO CORP	962512	\$438.13	\$142.21
P501176	WRO CORP	021675	\$279.66	\$143.03
P409480	WRO CORP		\$256.41	\$143.51
P419654	WRO CORP	962367	\$444.71	\$143.70
P469715	WRO CORP	011027	\$334.12	\$146.54
P496151	WRO CORP	000631	\$292.85	\$147.85
P405193	WRO CORP	011447	\$331.30	\$155.64
P416254	WRO CORP	021162	\$280.91	\$163.68
P484408	WRO CORP	033240	\$297.08	\$165.99
P469713	WRO CORP	972235	\$435.51	\$166.47
P533748	WRO CORP	033481	\$292.15	\$167.15
P469716	WRO CORP	972238	\$442.29	\$169.28
P367350	WRO CORP	000832	\$416.21	\$185.84

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P414809	WRO CORP	000604	\$449.14	\$187.90
P531312	WRO CORP	032657	\$285.07	\$193.82
P495555	WRO CORP	010024	\$408.90	\$198.12
P499068	WRO CORP	010990	\$450.81	\$203.26
P499074	WRO CORP	010994	\$478.65	\$217.28
P398860	WRO CORP	010747	\$470.91	\$232.07
P499291	WRO CORP	011062	\$548.50	\$243.58
P499082	WRO CORP	011000	\$539.06	\$247.68
P469709	WRO CORP	011023	\$500.88	\$252.12
P469724	WRO CORP	011032	\$626.73	\$256.36
P414782	WRO CORP	040402	\$393.79	\$257.42
P381599	WRO CORP	032163	\$436.26	\$258.36
P432670	WRO CORP	041088	\$408.82	\$268.67
P502011	WRO CORP	010408	\$580.31	\$281.90
P432258	WRO CORP	001526	\$621.39	\$289.12
P499090	WRO CORP	011005	\$623.85	\$290.36
P365682	WRO CORP	032111	\$490.97	\$294.55
P522425	WRO CORP	032600	\$496.90	\$298.60
P499077	WRO CORP	010996	\$655.91	\$299.24
P469719	WRO CORP	962686	\$795.85	\$304.99
P499078	WRO CORP	010997	\$654.41	\$305.74
P483985	WRO CORP	000813	\$654.66	\$305.87
P408814	WRO CORP	040912	\$464.75	\$306.93
P469162	WRO CORP	000612	\$670.21	\$313.70
P413501	WRO CORP	040913	\$470.36	\$314.38
P488469	WRO CORP	040868	\$479.09	\$320.86
P499100	WRO CORP	011015	\$686.11	\$322.92
P523508	WRO CORP	031358	\$586.24	\$323.54
P414565	WRO CORP	032280	\$534.65	\$323.66
P538346	WRO CORP		\$491.00	\$325.88
P527778	WRO CORP	020007	\$591.34	\$326.60
P389137	WRO CORP	020240	\$655.68	\$327.70
P518086	WRO CORP	033206	\$541.24	\$328.04
P469725	WRO CORP	011033	\$811.72	\$332.53
P499099	WRO CORP	011014	\$711.42	\$334.44
P499097	WRO CORP	011012	\$723.03	\$340.28
P430156	WRO CORP	020344	\$623.19	\$345.72
P392777	WRO CORP	011518	\$703.98	\$349.34
P447718	WRO CORP	994027	\$803.66	\$352.48
P372518	WRO CORP	993650	\$805.09	\$353.88
P514911	WRO CORP	010844	\$693.64	\$354.00
P387384	WRO CORP	980298	\$852.98	\$354.18
P484890	WRO CORP	993728	\$816.80	\$359.34
P524324	WRO CORP	040385	\$537.88	\$364.52
P437597	WRO CORP	020555	\$655.52	\$365.11
P429258	WRO CORP	010056	\$719.76	\$368.30
P499292	WRO CORP	011063	\$782.23	\$368.84
P391005	WRO CORP	980353	\$895.79	\$372.74
P483968	WRO CORP	040741	\$561.97	\$374.09

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P469723	WRO CORP	011031	\$907.79	\$378.91
P408824	WRO CORP	980548	\$932.19	\$388.52
P490824	WRO CORP	000520	\$845.12	\$401.74
P499085	WRO CORP	011002	\$846.44	\$402.40
P499091	WRO CORP	011006	\$850.52	\$404.46
P501097	WRO CORP	011946	\$800.85	\$404.80
P436239	WRO CORP	050384	\$558.84	\$406.65
P499088	WRO CORP	011003	\$861.39	\$409.92
P407170	WRO CORP	993305	\$948.52	\$420.84
P495554	WRO CORP	010023	\$819.75	\$423.04
P499301	WRO CORP	011059	\$820.78	\$423.60
P504212	WRO CORP	021684	\$847.71	\$424.46
P508404	WRO CORP	040571	\$648.52	\$443.39
P398276	WRO CORP	962197	\$1,197.93	\$446.13
P499712	WRO CORP	041290	\$735.29	\$449.27
P365200	WRO CORP	011087	\$875.29	\$453.45
P412980	WRO CORP	033219	\$731.50	\$454.32
P456359	WRO CORP	020054	\$808.00	\$456.60
P404158	WRO CORP	032240	\$735.53	\$456.83
P504909	WRO CORP	021195	\$824.40	\$457.65
P398159	WRO CORP	040731	\$687.07	\$475.31
P503874	WRO CORP	041372	\$682.05	\$478.68
P525222	WRO CORP	020538	\$848.19	\$480.72
P511594	WRO CORP	041138	\$718.34	\$498.52
P469704	WRO CORP	011020	\$1,092.18	\$498.56
P421032	WRO CORP	041278	\$726.10	\$504.27
P501848	WRO CORP	020802	\$982.03	\$516.35
P399902	WRO CORP	050781	\$666.04	\$516.85
P389184	WRO CORP	020920	\$922.38	\$525.23
P499093	WRO CORP	011008	\$1,092.19	\$526.10
P408787	WRO CORP	010940	\$1,035.66	\$541.24
P484834	WRO CORP	000756	\$1,170.21	\$565.37
P514937	WRO CORP	020554	\$1,009.16	\$577.29
P435058	WRO CORP	020675	\$1,025.54	\$587.12
P501384	WRO CORP	012659	\$1,141.86	\$591.16
P456360	WRO CORP	020055	\$1,056.64	\$605.78
P515566	WRO CORP	020078	\$1,077.54	\$618.32
P393371	WRO CORP	000563	\$1,369.83	\$618.68
P415965	WRO CORP	051145	\$760.07	\$621.09
P499070	WRO CORP	010992	\$1,281.57	\$621.42
P531546	WRO CORP		\$938.81	\$623.11
P499293	WRO CORP	011064	\$1,289.38	\$640.62
P516473	WRO CORP	020807	\$1,125.59	\$647.16
P520486	WRO CORP	040832	\$920.20	\$648.42
P530926	WRO CORP		\$977.40	\$648.72
P375560	WRO CORP	040307	\$935.27	\$659.61
P386844	WRO CORP	032180	\$1,134.25	\$664.46
P544442	WRO CORP	040036	\$947.59	\$668.76
P516744	WRO CORP	032532	\$1,158.76	\$671.85

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P499101	WRO CORP	011016	\$1,395.60	\$674.96
P418290	WRO CORP	002017	\$1,410.49	\$675.54
P373951	WRO CORP	994072	\$1,510.58	\$685.56
P470591	WRO CORP	021634	\$1,321.16	\$697.53
P382777	WRO CORP	000922	\$1,406.86	\$712.82
P499095	WRO CORP	011010	\$1,470.93	\$716.74
P389354	WRO CORP	040034	\$1,115.29	\$719.73
P385028	WRO CORP	032174	\$1,136.60	\$723.18
P499098	WRO CORP	011013	\$1,483.75	\$723.20
P551852	WRO CORP	051553	\$908.76	\$726.10
P517480	WRO CORP	032543	\$1,178.88	\$751.25
P430315	WRO CORP	040156	\$1,059.35	\$751.75
P362819	WRO CORP	032101	\$1,205.15	\$768.69
P469727	WRO CORP	982196	\$1,927.67	\$777.22
P494016	WRO CORP	032420	\$1,223.30	\$780.72
P521650	WRO CORP	020666	\$1,367.74	\$792.45
P534438	WRO CORP	032685	\$1,244.29	\$794.67
P375588	WRO CORP	041245	\$1,127.06	\$801.75
P519072	WRO CORP	032563	\$1,301.77	\$828.61
P531494	WRO CORP	032660	\$1,379.28	\$884.26
P499295	WRO CORP	011066	\$1,752.55	\$888.85
P529819	WRO CORP	040305	\$1,274.40	\$908.15
P376995	WRO CORP	020929	\$1,609.87	\$918.31
P469701	WRO CORP	011018	\$2,025.13	\$920.26
P365679	WRO CORP	032110	\$1,563.11	\$1,006.27
P503461	WRO CORP	011221	\$1,913.38	\$1,054.88
P529772	WRO CORP	033230	\$1,672.00	\$1,078.54
P516729	WRO CORP	020447	\$1,857.79	\$1,086.47
P504952	WRO CORP	050818	\$1,339.10	\$1,088.85
P510948	WRO CORP	040872	\$1,692.63	\$1,106.50
P379306	WRO CORP	050410	\$1,376.80	\$1,120.61
P365247	WRO CORP	040523	\$1,845.65	\$1,131.11
P420255	WRO CORP	060003	\$1,366.06	\$1,141.34
P499069	WRO CORP	010991	\$2,340.88	\$1,154.64
P369895	WRO CORP	032119	\$1,845.76	\$1,193.87
P523432	WRO CORP	040403	\$1,796.54	\$1,277.75
P518998	WRO CORP	040729	\$1,949.32	\$1,300.04
P516443	WRO CORP	032523	\$2,361.36	\$1,318.99
P499075	WRO CORP	010995	\$2,727.78	\$1,349.38
P531489	WRO CORP	040806	\$1,870.49	\$1,354.07
P508707	WRO CORP	011067	\$2,619.94	\$1,400.65
P499072	WRO CORP	010993	\$2,857.39	\$1,414.62
P388831	WRO CORP	011789	\$2,730.95	\$1,460.55
P437804	WRO CORP	000738	\$2,974.97	\$1,466.55
P425238	WRO CORP	040934	\$2,229.18	\$1,652.73
P499294	WRO CORP	011065	\$3,665.68	\$1,914.14
P531282	WRO CORP	032656	\$2,974.94	\$1,943.33
P495551	WRO CORP	010020	\$3,635.70	\$1,964.61
P530884	WRO CORP	040044	\$2,940.31	\$2,019.97

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P542045	WRO CORP	040583	\$3,072.15	\$2,108.42
P517102	WRO CORP	020470	\$3,663.11	\$2,169.66
P380501	WRO CORP	032154	\$3,353.62	\$2,185.08
P385077	WRO CORP	040768	\$3,813.89	\$2,458.58
P393624	WRO CORP	020109	\$4,069.59	\$2,473.37
P559774	WRO CORP	060559	\$3,235.08	\$2,850.13
P402784	WRO CORP		\$4,758.76	\$3,158.47
P382977	WRO CORP	032167	\$5,084.32	\$3,343.35
P408226	WRO CORP	011148	\$7,026.80	\$3,465.26
P416923	WRO CORP	032287	\$5,860.85	\$3,520.89
P416323	WRO CORP	051048	\$4,505.62	\$3,725.02
P526784	WRO CORP	032618	\$5,672.99	\$3,769.94
P416773	WRO CORP	010355	\$10,206.93	\$5,554.37
P397719	WRO CORP	040921	\$9,394.56	\$6,559.53
P381654	WRO CORP	020343	\$18,107.90	\$10,178.85
P376481	WRO CORP	001229	\$25,985.73	\$12,000.31
P531918	WRO CORP	032663	\$23,711.38	\$15,706.45
WRO CORP - 241 Accounts			\$317,238.16	\$183,582.72
<i>(No avenue to collect from officers)</i>				
P509290	B7 WRO CORP	021687	\$63.15	\$38.82
P529749	B7 WRO	031336	\$1,546.72	\$899.83
P428996	B11 WRO CORP	051246	\$11.46	\$10.00
P396032	B11 WRO CORP	020390	\$193.10	\$118.71
P489249	B11 WRO CORP		\$472.14	\$264.26
P396376	B11 WRO CORP		\$645.27	\$361.16
P428201	B11 WRO CORP		\$1,099.88	\$676.16
P447856	B11 WRO CORP		\$2,455.81	\$757.69
P421602	B11 WRO CORP	040057	\$3,480.87	\$2,549.90
P502120	B11 WRO CORP	050453	\$8,228.26	\$7,864.78
P484234	B13 WRO	040879	\$323.88	\$247.87
P366951	B13 WRO	995370	\$1,286.70	\$588.32
P500527	B13 WRO	033147	\$1,164.71	\$785.95
P428692	B13 WRO CORP	980771	\$12,574.80	\$5,502.87
P428691	B13 WRO CORP	002687	\$39,718.27	\$19,340.79
WRO - 15 Bankruptcy Accounts			\$73,265.02	\$40,007.11
GRAND TOTAL			\$436,726.73	\$244,867.96

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 07-071

Authorizing Cancellation of Uncollectible Personal Property Taxes for Tax Years 1992/93 through 2006/07

The Multnomah County Board of Commissioners Finds:

- a. Certain personal property taxes have been delinquent and the Multnomah County Tax Collector and County Attorney have determined that said taxes are wholly uncollectible and have requested the Board for an order directing that the taxes be cancelled pursuant to ORS 311.790.

The Multnomah County Board of Commissioners Resolves:

1. That the Multnomah County Tax Collector is directed to cancel those certain personal property taxes which are listed and appended hereto and incorporated herein, for tax years 1992/93 through 2006/07 for the reason that the same are found to be uncollectible.

ADOPTED this 26th day of April, 2007.

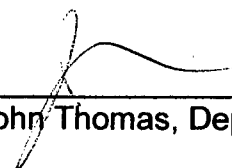


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
John Thomas, Deputy County Attorney

SUBMITTED BY:
Carol Ford – Director, Dept of County Management

UNCOLLECTIBLE PERSONAL PROPERTY ACCOUNTS - MARCH 2007

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P377493	WRO	020404	\$9.26	\$6.32
P518820	WRO	041034	\$10.38	\$7.94
P434878	WRO	012064	\$15.93	\$8.92
P556533	WRO	041685	\$11.90	\$9.11
P350809	WRO	994665	\$36.15	\$10.21
P381814	WRO	962016	\$100.04	\$24.75
P427955	WRO	011176	\$101.81	\$30.01
P384312	WRO	962070	\$112.94	\$43.37
P390606	WRO	001107	\$94.51	\$48.55
P366894	WRO	961881	\$142.65	\$55.15
P383650	WRO	941917	\$226.67	\$65.90
P445570	WRO	921224	\$231.85	\$67.80
P372908	WRO	930363	\$260.67	\$69.63
P419249	WRO	930579	\$219.48	\$70.71
M355977	WRO	041761	\$75.22	\$72.95
P446545	WRO	961687	\$195.53	\$74.95
M359174	WRO		\$100.65	\$97.61
P412510	WRO	962324	\$301.04	\$100.90
P426460	WRO	930792	\$374.88	\$104.45
M357662	WRO		\$109.31	\$106.01
M357192	WRO		\$111.14	\$109.68
M356462	WRO		\$116.65	\$113.13
P393344	WRO	950320	\$358.62	\$115.77
M358980	WRO	060734	\$127.83	\$126.55
P395064	WRO	962181	\$396.34	\$130.62
M359736	WRO	032905	\$253.05	\$136.76
P386254	WRO	920347	\$521.57	\$141.70
M355363	WRO	050097	\$215.48	\$152.47
M358597	WRO		\$166.13	\$161.12
M355561	WRO		\$171.16	\$165.99
P362806	WRO	961844	\$474.69	\$167.01
P386484	WRO	930238	\$593.03	\$174.80
P434458	WRO	952518	\$663.25	\$227.63
M360467	WRO	060785	\$282.73	\$228.62
M356330	WRO	061000	\$418.45	\$232.75
P351696	WRO	032087	\$379.45	\$258.72
P426401	WRO	953206	\$866.29	\$282.37
P501890	WRO	010936	\$649.61	\$329.89
P368138	WRO	941798	\$1,203.87	\$382.35
P411915	WRO	020641	\$643.60	\$387.34
M354421	WRO	050973	\$559.83	\$391.66
M361176	WRO		\$426.91	\$414.02
P402284	WRO	962231	\$1,501.16	\$474.47
M356988	WRO	031613	\$1,005.74	\$574.41
P506349	WRO	050793	\$593.82	\$575.90

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P435989	WRO	020087	\$1,164.54	\$577.18
M353756	WRO	050039	\$1,022.37	\$599.37
P504803	WRO	010200	\$1,154.97	\$608.57
M361700	WRO	011858	\$1,205.65	\$634.29
P425093	WRO	932411	\$1,984.03	\$647.70
M358222	WRO	051509	\$1,119.48	\$655.97
M356639	WRO	060114	\$928.17	\$664.06
P414021	WRO	994837	\$1,510.57	\$683.20
P381535	WRO	995343	\$1,533.68	\$692.55
M356055	WRO	970833	\$2,146.79	\$717.44
P402098	WRO	930411	\$2,488.03	\$724.49
M358171	WRO	050503	\$2,066.44	\$736.07
P349952	WRO	020978	\$1,285.96	\$790.55
P572226	WRO	050508	\$1,319.09	\$1,071.98
M356826	WRO	021468	\$3,142.05	\$1,200.77
P528220	WRO	040917	\$2,115.87	\$1,300.54
P435917	WRO	980876	\$4,604.59	\$1,442.43
WRO - 62 Accounts			\$46,223.55	\$21,278.13

P447090	WRO CORP	020015	\$9.13	\$5.61
P524258	WRO CORP	041894	\$54.46	\$5.71
P456351	WRO CORP	020051	\$9.43	\$5.80
P495948	WRO CORP	040150	\$7.92	\$6.06
P522088	WRO CORP	040179	\$8.05	\$6.16
P547286	WRO CORP	041223	\$8.51	\$6.51
P531383	WRO CORP	033521	\$58.77	\$8.02
P416764	WRO CORP	033414	\$59.13	\$8.27
P432576	WRO CORP	021626	\$61.17	\$8.71
P396971	WRO CORP	041723	\$58.97	\$9.16
P404456	WRO CORP	994695	\$19.88	\$9.44
P433054	WRO CORP		\$18.94	\$9.73
P383632	WRO CORP	010489	\$18.31	\$10.25
P522090	WRO CORP	041673	\$61.83	\$11.01
P522089	WRO CORP	040180	\$17.23	\$13.19
P538646	WRO CORP	041655	\$68.71	\$16.62
P397774	WRO CORP	041847	\$72.36	\$19.41
P377807	WRO CORP	032141	\$28.79	\$19.63
P499094	WRO CORP	011009	\$90.47	\$21.88
P489690	WRO CORP	032406	\$34.30	\$23.39
P488303	WRO CORP	032399	\$41.63	\$28.38
P522091	WRO CORP	041674	\$86.24	\$29.14
P551391	WRO CORP	051204	\$35.71	\$31.14
P415782	WRO CORP	021607	\$61.65	\$31.67
P532720	WRO CORP	032671	\$47.14	\$32.14
P435344	WRO CORP	971854	\$96.36	\$35.37
P469720	WRO CORP	011030	\$134.46	\$44.02
P422078	WRO CORP	040038	\$61.42	\$47.00

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P537904	WRO CORP	040063	\$61.42	\$47.00
P537909	WRO CORP	040064	\$61.42	\$47.00
P409246	WRO CORP	011070	\$83.97	\$47.00
P375298	WRO CORP	040584	\$62.41	\$47.76
P367168	WRO CORP	032114	\$70.99	\$48.40
P435508	WRO CORP	020345	\$78.98	\$48.55
P421154	WRO CORP	010986	\$87.78	\$49.13
P544628	WRO CORP	040833	\$64.74	\$49.54
P436048	WRO CORP	041770	\$67.32	\$51.52
P384010	WRO CORP	040001	\$67.36	\$51.55
P469721	WRO CORP	962688	\$176.55	\$54.62
P469700	WRO CORP	011017	\$216.94	\$61.38
P499092	WRO CORP	011007	\$177.33	\$65.60
P491783	WRO CORP	033369	\$147.17	\$66.48
P416507	WRO CORP	032285	\$98.28	\$67.01
P431545	WRO CORP	033518	\$150.73	\$70.73
P469717	WRO CORP	011028	\$192.26	\$73.12
P420240	WRO CORP	962375	\$248.90	\$76.51
P388698	WRO CORP	960173	\$236.99	\$76.52
P503254	WRO CORP	041577	\$125.76	\$79.94
P387502	WRO CORP	942516	\$277.73	\$83.93
P469706	WRO CORP	021303	\$168.26	\$84.70
P426200	WRO CORP	011746	\$172.36	\$96.47
P486669	WRO CORP	032898	\$148.58	\$98.61
P434894	WRO CORP	033082	\$196.25	\$99.06
P495556	WRO CORP	010025	\$234.31	\$102.54
P368080	WRO CORP	041339	\$204.76	\$103.16
P499084	WRO CORP	011001	\$260.80	\$107.62
P469710	WRO CORP	011024	\$214.64	\$108.04
M356485	WRO CORP	050908	\$167.85	\$109.59
P486650	WRO CORP	041517	\$207.82	\$119.41
P469702	WRO CORP	011019	\$240.90	\$121.26
P392916	WRO CORP	011041	\$220.93	\$122.53
P469705	WRO CORP	011021	\$253.13	\$127.42
P506087	WRO CORP	041771	\$326.01	\$127.47
P469711	WRO CORP	011025	\$277.42	\$138.04
P435172	WRO CORP	962512	\$438.13	\$142.21
P501176	WRO CORP	021675	\$279.66	\$143.03
P409480	WRO CORP		\$256.41	\$143.51
P419654	WRO CORP	962367	\$444.71	\$143.70
P469715	WRO CORP	011027	\$334.12	\$146.54
P496151	WRO CORP	000631	\$292.85	\$147.85
P405193	WRO CORP	011447	\$331.30	\$155.64
P416254	WRO CORP	021162	\$280.91	\$163.68
P484408	WRO CORP	033240	\$297.08	\$165.99
P469713	WRO CORP	972235	\$435.51	\$166.47
P533748	WRO CORP	033481	\$292.15	\$167.15
P469716	WRO CORP	972238	\$442.29	\$169.28
P367350	WRO CORP	000832	\$416.21	\$185.84

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P414809	WRO CORP	000604	\$449.14	\$187.90
P531312	WRO CORP	032657	\$285.07	\$193.82
P495555	WRO CORP	010024	\$408.90	\$198.12
P499068	WRO CORP	010990	\$450.81	\$203.26
P499074	WRO CORP	010994	\$478.65	\$217.28
P398860	WRO CORP	010747	\$470.91	\$232.07
P499291	WRO CORP	011062	\$548.50	\$243.58
P499082	WRO CORP	011000	\$539.06	\$247.68
P469709	WRO CORP	011023	\$500.88	\$252.12
P469724	WRO CORP	011032	\$626.73	\$256.36
P414782	WRO CORP	040402	\$393.79	\$257.42
P381599	WRO CORP	032163	\$436.26	\$258.36
P432670	WRO CORP	041088	\$408.82	\$268.67
P502011	WRO CORP	010408	\$580.31	\$281.90
P432258	WRO CORP	001526	\$621.39	\$289.12
P499090	WRO CORP	011005	\$623.85	\$290.36
P365682	WRO CORP	032111	\$490.97	\$294.55
P522425	WRO CORP	032600	\$496.90	\$298.60
P499077	WRO CORP	010996	\$655.91	\$299.24
P469719	WRO CORP	962686	\$795.85	\$304.99
P499078	WRO CORP	010997	\$654.41	\$305.74
P483985	WRO CORP	000813	\$654.66	\$305.87
P408814	WRO CORP	040912	\$464.75	\$306.93
P469162	WRO CORP	000612	\$670.21	\$313.70
P413501	WRO CORP	040913	\$470.36	\$314.38
P488469	WRO CORP	040868	\$479.09	\$320.86
P499100	WRO CORP	011015	\$686.11	\$322.92
P523508	WRO CORP	031358	\$586.24	\$323.54
P414565	WRO CORP	032280	\$534.65	\$323.66
P538346	WRO CORP		\$491.00	\$325.88
P527778	WRO CORP	020007	\$591.34	\$326.60
P389137	WRO CORP	020240	\$655.68	\$327.70
P518086	WRO CORP	033206	\$541.24	\$328.04
P469725	WRO CORP	011033	\$811.72	\$332.53
P499099	WRO CORP	011014	\$711.42	\$334.44
P499097	WRO CORP	011012	\$723.03	\$340.28
P430156	WRO CORP	020344	\$623.19	\$345.72
P392777	WRO CORP	011518	\$703.98	\$349.34
P447718	WRO CORP	994027	\$803.66	\$352.48
P372518	WRO CORP	993650	\$805.09	\$353.88
P514911	WRO CORP	010844	\$693.64	\$354.00
P387384	WRO CORP	980298	\$852.98	\$354.18
P484890	WRO CORP	993728	\$816.80	\$359.34
P524324	WRO CORP	040385	\$537.88	\$364.52
P437597	WRO CORP	020555	\$655.52	\$365.11
P429258	WRO CORP	010056	\$719.76	\$368.30
P499292	WRO CORP	011063	\$782.23	\$368.84
P391005	WRO CORP	980353	\$895.79	\$372.74
P483968	WRO CORP	040741	\$561.97	\$374.09

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P469723	WRO CORP	011031	\$907.79	\$378.91
P408824	WRO CORP	980548	\$932.19	\$388.52
P490824	WRO CORP	000520	\$845.12	\$401.74
P499085	WRO CORP	011002	\$846.44	\$402.40
P499091	WRO CORP	011006	\$850.52	\$404.46
P501097	WRO CORP	011946	\$800.85	\$404.80
P436239	WRO CORP	050384	\$558.84	\$406.65
P499088	WRO CORP	011003	\$861.39	\$409.92
P407170	WRO CORP	993305	\$948.52	\$420.84
P495554	WRO CORP	010023	\$819.75	\$423.04
P499301	WRO CORP	011059	\$820.78	\$423.60
P504212	WRO CORP	021684	\$847.71	\$424.46
P508404	WRO CORP	040571	\$648.52	\$443.39
P398276	WRO CORP	962197	\$1,197.93	\$446.13
P499712	WRO CORP	041290	\$735.29	\$449.27
P365200	WRO CORP	011087	\$875.29	\$453.45
P412980	WRO CORP	033219	\$731.50	\$454.32
P456359	WRO CORP	020054	\$808.00	\$456.60
P404158	WRO CORP	032240	\$735.53	\$456.83
P504909	WRO CORP	021195	\$824.40	\$457.65
P398159	WRO CORP	040731	\$687.07	\$475.31
P503874	WRO CORP	041372	\$682.05	\$478.68
P525222	WRO CORP	020538	\$848.19	\$480.72
P511594	WRO CORP	041138	\$718.34	\$498.52
P469704	WRO CORP	011020	\$1,092.18	\$498.56
P421032	WRO CORP	041278	\$726.10	\$504.27
P501848	WRO CORP	020802	\$982.03	\$516.35
P399902	WRO CORP	050781	\$666.04	\$516.85
P389184	WRO CORP	020920	\$922.38	\$525.23
P499093	WRO CORP	011008	\$1,092.19	\$526.10
P408787	WRO CORP	010940	\$1,035.66	\$541.24
P484834	WRO CORP	000756	\$1,170.21	\$565.37
P514937	WRO CORP	020554	\$1,009.16	\$577.29
P435058	WRO CORP	020675	\$1,025.54	\$587.12
P501384	WRO CORP	012659	\$1,141.86	\$591.16
P456360	WRO CORP	020055	\$1,056.64	\$605.78
P515566	WRO CORP	020078	\$1,077.54	\$618.32
P393371	WRO CORP	000563	\$1,369.83	\$618.68
P415965	WRO CORP	051145	\$760.07	\$621.09
P499070	WRO CORP	010992	\$1,281.57	\$621.42
P531546	WRO CORP		\$938.81	\$623.11
P499293	WRO CORP	011064	\$1,289.38	\$640.62
P516473	WRO CORP	020807	\$1,125.59	\$647.16
P520486	WRO CORP	040832	\$920.20	\$648.42
P530926	WRO CORP		\$977.40	\$648.72
P375560	WRO CORP	040307	\$935.27	\$659.61
P386844	WRO CORP	032180	\$1,134.25	\$664.46
P544442	WRO CORP	040036	\$947.59	\$668.76
P516744	WRO CORP	032532	\$1,158.76	\$671.85

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P542045	WRO CORP	040583	\$3,072.15	\$2,108.42
P517102	WRO CORP	020470	\$3,663.11	\$2,169.66
P380501	WRO CORP	032154	\$3,353.62	\$2,185.08
P385077	WRO CORP	040768	\$3,813.89	\$2,458.58
P393624	WRO CORP	020109	\$4,069.59	\$2,473.37
P559774	WRO CORP	060559	\$3,235.08	\$2,850.13
P402784	WRO CORP		\$4,758.76	\$3,158.47
P382977	WRO CORP	032167	\$5,084.32	\$3,343.35
P408226	WRO CORP	011148	\$7,026.80	\$3,465.26
P416923	WRO CORP	032287	\$5,860.85	\$3,520.89
P416323	WRO CORP	051048	\$4,505.62	\$3,725.02
P526784	WRO CORP	032618	\$5,672.99	\$3,769.94
P416773	WRO CORP	010355	\$10,206.93	\$5,554.37
P397719	WRO CORP	040921	\$9,394.56	\$6,559.53
P381654	WRO CORP	020343	\$18,107.90	\$10,178.85
P376481	WRO CORP	001229	\$25,985.73	\$12,000.31
P531918	WRO CORP	032663	\$23,711.38	\$15,706.45
WRO CORP - 241 Accounts			\$317,238.16	\$183,582.72
<i>(No avenue to collect from officers)</i>				
P509290	B7 WRO CORP	021687	\$63.15	\$38.82
P529749	B7 WRO	031336	\$1,546.72	\$899.83
P428996	B11 WRO CORP	051246	\$11.46	\$10.00
P396032	B11 WRO CORP	020390	\$193.10	\$118.71
P489249	B11 WRO CORP		\$472.14	\$264.26
P396376	B11 WRO CORP		\$645.27	\$361.16
P428201	B11 WRO CORP		\$1,099.88	\$676.16
P447856	B11 WRO CORP		\$2,455.81	\$757.69
P421602	B11 WRO CORP	040057	\$3,480.87	\$2,549.90
P502120	B11 WRO CORP	050453	\$8,228.26	\$7,864.78
P484234	B13 WRO	040879	\$323.88	\$247.87
P366951	B13 WRO	995370	\$1,286.70	\$588.32
P500527	B13 WRO	033147	\$1,164.71	\$785.95
P428692	B13 WRO CORP	980771	\$12,574.80	\$5,502.87
P428691	B13 WRO CORP	002687	\$39,718.27	\$19,340.79
WRO - 15 Bankruptcy Accounts			\$73,265.02	\$40,007.11
GRAND TOTAL			\$436,726.73	\$244,867.96

PROP.ID	REPORT.CODE	WARRANT#	TAX & INTEREST	TAX DUE
P499101	WRO CORP	011016	\$1,395.60	\$674.96
P418290	WRO CORP	002017	\$1,410.49	\$675.54
P373951	WRO CORP	994072	\$1,510.58	\$685.56
P470591	WRO CORP	021634	\$1,321.16	\$697.53
P382777	WRO CORP	000922	\$1,406.86	\$712.82
P499095	WRO CORP	011010	\$1,470.93	\$716.74
P389354	WRO CORP	040034	\$1,115.29	\$719.73
P385028	WRO CORP	032174	\$1,136.60	\$723.18
P499098	WRO CORP	011013	\$1,483.75	\$723.20
P551852	WRO CORP	051553	\$908.76	\$726.10
P517480	WRO CORP	032543	\$1,178.88	\$751.25
P430315	WRO CORP	040156	\$1,059.35	\$751.75
P362819	WRO CORP	032101	\$1,205.15	\$768.69
P469727	WRO CORP	982196	\$1,927.67	\$777.22
P494016	WRO CORP	032420	\$1,223.30	\$780.72
P521650	WRO CORP	020666	\$1,367.74	\$792.45
P534438	WRO CORP	032685	\$1,244.29	\$794.67
P375588	WRO CORP	041245	\$1,127.06	\$801.75
P519072	WRO CORP	032563	\$1,301.77	\$828.61
P531494	WRO CORP	032660	\$1,379.28	\$884.26
P499295	WRO CORP	011066	\$1,752.55	\$888.85
P529819	WRO CORP	040305	\$1,274.40	\$908.15
P376995	WRO CORP	020929	\$1,609.87	\$918.31
P469701	WRO CORP	011018	\$2,025.13	\$920.26
P365679	WRO CORP	032110	\$1,563.11	\$1,006.27
P503461	WRO CORP	011221	\$1,913.38	\$1,054.88
P529772	WRO CORP	033230	\$1,672.00	\$1,078.54
P516729	WRO CORP	020447	\$1,857.79	\$1,086.47
P504952	WRO CORP	050818	\$1,339.10	\$1,088.85
P510948	WRO CORP	040872	\$1,692.63	\$1,106.50
P379306	WRO CORP	050410	\$1,376.80	\$1,120.61
P365247	WRO CORP	040523	\$1,845.65	\$1,131.11
P420255	WRO CORP	060003	\$1,366.06	\$1,141.34
P499069	WRO CORP	010991	\$2,340.88	\$1,154.64
P369895	WRO CORP	032119	\$1,845.76	\$1,193.87
P523432	WRO CORP	040403	\$1,796.54	\$1,277.75
P518998	WRO CORP	040729	\$1,949.32	\$1,300.04
P516443	WRO CORP	032523	\$2,361.36	\$1,318.99
P499075	WRO CORP	010995	\$2,727.78	\$1,349.38
P531489	WRO CORP	040806	\$1,870.49	\$1,354.07
P508707	WRO CORP	011067	\$2,619.94	\$1,400.65
P499072	WRO CORP	010993	\$2,857.39	\$1,414.62
P388831	WRO CORP	011789	\$2,730.95	\$1,460.55
P437804	WRO CORP	000738	\$2,974.97	\$1,466.55
P425238	WRO CORP	040934	\$2,229.18	\$1,652.73
P499294	WRO CORP	011065	\$3,665.68	\$1,914.14
P531282	WRO CORP	032656	\$2,974.94	\$1,943.33
P495551	WRO CORP	010020	\$3,635.70	\$1,964.61
P530884	WRO CORP	040044	\$2,940.31	\$2,019.97



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-1, R-2 & R-3
Est. Start Time: 9:30 AM
Date Submitted: 04/12/07

Agenda Title: **Appointment of Lane Hickey to Serve a Three-Year Term on the Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Committee; Appoint Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Committee Chair and Secretary for Fiscal Year 2007-2008; Hear Dunthorpe-Riverdale Sanitary Service District No. 1 Budget Message; and Public Hearing and Consideration of Approval of the 2007-2008 Dunthorpe Riverdale Sanitary Service District No. 1 Proposed Budget for Submittal to Tax Supervising and Conservation Commission**

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

Requested Meeting Date: April 26, 2007 Amount of Time Needed: 10 minutes
Department: DCS Division: LUT
Contact(s): Tom Hansell
Phone: 503 988-5050 Ext. 29833 I/O Address: 425
Presenter(s): Tom Hansell

General Information

1. What action are you requesting from the Board?

Convene as the governing body of the Dunthorpe-Riverdale Service District to:

- Appoint Lane Hickey, to serve a three-year term as a budget committee member
- Select budget committee chair and secretary from presiding members;
- Hear budget message;
- Open Public Hearings to hear and consider any testimony presented by the public about the budget, and
- Vote and approve on the budget for submittal to Tax Supervising and Conservation Commission.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Multnomah County's Service Districts have been created under the provisions of the Oregon Revised Statutes, Chapter 451, to provide construction and operation of sanitary sewer systems and to provide street lighting in particular areas of the County. The Multnomah County Board of Commissioners serves as the governing body of each district. The budget committee for each district consists of the members of the Board and residents of the district appointed by the Board for terms of three years. Returning budget committee members Marilyn Dodge and Ruth Spetter and the appointment of Mr. Lane Hickey join the Board of County Commissioners, as district residents and have equal authority with the governing board during the budget committee process to ask questions, comment and vote on the budget.

The annual budget for each district is prepared under the direction of a budget officer designated by the Board. Tom Hansell from the Department of Community Services' Land Use and Transportation Program serves as the Budget Officer for the district. The budget committee reviews the annual budget and approves it either as submitted by the budget officer or with revisions requested by the committee.

These procedures fulfill the requirements of Oregon's Local Budget Law (ORS 294), which provides specific methods for obtaining public review and comment on the financial and administrative policies of the districts.

Multnomah County's Departments of County Management and Community Services provide financial and administrative services, respectively, to the district. The district is, however, a separate and independent financial entity. Expenses incurred, such as administration and financial management provided by both departments, are met with revenue from sewer user charges, connection fees, and/or assessments to real property within the service district.

This district was formed in the middle 1960's and by 1970 had removed a significant source of pollution from the Willamette River. Its 560 clients are mainly located in unincorporated Multnomah County with a few customers in northern Clackamas County and the City of Portland. District growth has stabilized due to substantial completion of municipal annexations.

The district contracts with the City of Portland's, Bureau of Environmental Services (BES) to maintain district lines and treat the sewage flow at Portland's Tryon Creek Treatment Plant. BES also provides design and engineering services for construction, reconstruction, and/or improvement of the district's facilities.

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

The district has a proposed total budget of \$771,000 for fiscal year 2008. This proposed budget represents a \$197,000, or a 20% decrease from the current year budget. The budget change is attributed to the completion of the Riverview Pump Station rehabilitation project completed in the current budget.

The district renegotiated a new intergovernmental agreement with BES to respond to the expiration of the previous agreement and the need to redefine cost sharing and service levels. This new agreement was approved by the Board of County Commissioners in November 2006. The new agreement provided an immediate cost saving to the district through a reduction of the wholesale customer rate for operations and maintenance. The new discount at 75% represents a 12% or approximate \$36,000 per year saving. The district forecasted a 7.2% increase from BES for treatment services for the next year due to growth and increased flows.

The district capital program at \$200,000 for the proposed budget will focus on rehabilitation and replacement of pipes that are in poor condition and the installation of a bypass pipe to divert flow from the Elk Rock Basin. The bypass will divert sewage flows away the Elk Rock Pump Station and allow for gravity flow to the Tyron Pump Station. The bypass project will alleviate pumping capacity constraints identified with the Elk Rock Pump Station.

The current service charge is \$80.00 per month per property for line connections to the district system. To meet current operations, maintenance, capital and repayment of capital debt charges for fiscal year 2008, the district rate is proposed to move to \$90.00 per month. The rate adjustment represents a 12% increase. Due to a limited customer base, the district rate increases are necessary to meet the annual expenditures and prepare for future capital project work.

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

The district is a separate legal entity (ORS 451). Because of its size, it requires a budget committee. The actions requested of the Board of County Commissioners and District Budget Committee, are consistent in meeting the requirements of Tax Supervising Conservation Commission and statewide local budget law.

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

Published Notice of Public Hearing for the Budget Committee Meeting.

Required Signature

**Elected Official or
Department/
Agency Director:**

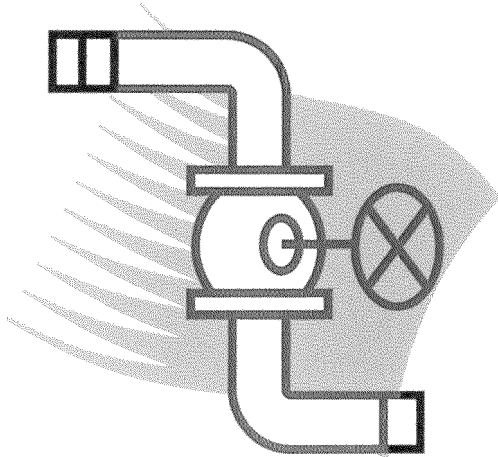
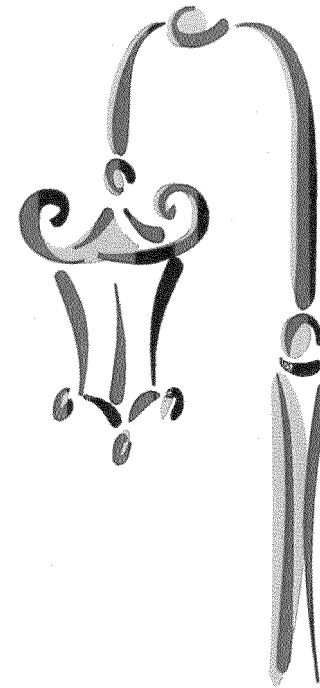


Date: 04/12/07

Multnomah County

**Dunthorpe-Riverdale Sanitary
Service District No. 1
&
Mid-County Street Lighting
District No. 14**

Proposed Budgets



Fiscal Year 2007-2008

TABLE OF CONTENTS

Introduction.....	2
Explanation Of The Budget Document.....	2
Service Districts' Financial Policies.....	2
Summary Of Service Districts' Requirements	3
Summary Of Administrative Reimbursements	3
Budget Message — Dunthorpe Riverdale-Service District No. 1	4
General Fund Resources — Dunthorpe-Riverdale Service District No. 1.....	5
General Fund Expenditure Summary — Dunthorpe-Riverdale Service District No. 1	6
Budget Message — Mid-County Service District No. 14.....	7
General Fund Resources And Requirements — Mid-County Service District No. 14.....	8
General Fund Expenditure Summary — Mid-County-Service District No. 14.....	9

MULTNOMAH COUNTY SERVICE DISTRICTS' BUDGETS FOR FISCAL YEAR 2006-2007

Introduction

Multnomah County's Service Districts have been created under the provisions of the Oregon Revised Statutes, Chapter 451, to provide construction and operation of sanitary sewer systems and to provide street lighting in particular areas of the County. The Multnomah County Board of Commissioners serves as the governing body of each district. The budget committee for each district consists of the members of the Board and residents of the district appointed by the Board.

The annual budget for each district is prepared under the direction of a budget officer designated by the Board. The budget committee reviews the annual budget and approves it, either as submitted by the budget officer or with revisions requested by the committee.

These procedures fulfill the requirements of Oregon's Local Budget Law (ORS 294), which provides specific methods for obtaining public review and comment on the financial and administrative policies of the districts.

Explanation of the Budget Document

This document consists of a detailed schedule of the resources and requirements of each of the two districts in Multnomah County.

Preceding the financial information for each district is a brief budget message, which discusses special items pertaining to the individual district, including any major changes in either resources or requirements.

Service Districts' Financial Policies

Multnomah County Departments of Community Services and County Management provide administrative and financial services respectively, to the two districts. Each district is, however, a separate and independent financial entity. Expenses incurred, such as administration, finance and engineering are met with revenue from sewer user charges, connection fees and/or assessments to real property within the street lighting or sanitary sewer service district.

For the purposes of countywide financial reporting, each district is treated as an Enterprise Fund and accounted for on the accrual basis of accounting. This practice conforms to generally accepted accounting principles (GAAP). Under the accrual basis of accounting, all revenues are recorded at the time they are earned and expenditures are recorded at the time they are incurred. Budgets and comparative historical cost summaries are prepared using these bases. This practice conforms to Oregon's Local Budget Law.

Summary of Service Districts' Requirements

SERVICE DISTRICT	ACTUAL 04-05	ACTUAL 05-06	BUDGET 06-07	PROPOSED 07-08
Dunthorpe-Riverdale Service District No. 1	\$784,540	\$814,224	\$968,000	\$771,000
Mid-County Service District No. 14	\$731,182	\$645,948	\$629,725	\$662,500
TOTAL	\$1,515,722	\$1,460,172	\$1,597,725	\$1,433,500

Summary of Administrative Reimbursements (Charges by Multnomah County to Service Districts)

SERVICE DISTRICT	ACTUAL 04-05	ACTUAL 05-06	BUDGET 06-07	PROPOSED 07-08
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Mid-County Service District No. 14	\$38,804	\$40,124	\$36,250	\$37,000
TOTAL	\$71,813	\$79,901	\$72,000	\$73,750

MULTNOMAH COUNTY SERVICE DISTRICTS' PROPOSED BUDGETS FOR FISCAL YEAR 2007-2008

Budget Message — Dunthorpe-Riverdale Service District No. 1

This District was formed in the middle 1960's and by 1970 had removed a significant source of pollution from the Willamette River. Its 560 clients are mainly located in unincorporated Multnomah County with a few customers in northern Clackamas County. Through its wastewater management program, the District is able to provide high quality service to ratepayers while protecting the area's sensitive surface water features from sanitary sewer overflows.

The district contracts with the City of Portland's Bureau of Environmental Services (BES) to maintain the District's lines and treats the sewage flow at Portland's Tryon Creek Treatment Plant. BES also provides design and engineering services for construction, reconstruction, and/or improvement of the district's facilities. The District continues to coordinate planned capital maintenance projects with the City of Portland Water Bureau's capital program. The fiscal year 2008 capital program is proposed at \$200,000. The capital work will focus on rehabilitation and replacement of pipes that are in poor condition and install a bypass pipe to divert flow from the Elk Rock basin. The bypass line will alleviate pumping capacity concerns identified at the Elk Rock Pump Station. Both components of the district capital plan for fiscal year 2008 are identified as critical projects under the District Sanitary Systems Facilities Plan.

The current service charge is \$80.00 per month for line connections to the District system. To meet the anticipated treatment, maintenance, debt repayment and capital requirements for FY 2008 the District rate is proposed to move to \$ 90.00 per month. This new rate provides the District with the necessary operating resources to match needs.

**FORM
LB-20**

**RESOURCES
GENERAL
(Fund)**

DUNTHORPE-RIVERDALE DISTRICT No.1
(Name of Municipal Corporation)

	Historical Data				Budget for Next Year 2007 - 2008			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 -06						
				Beginning Fund Balance:				
1				1. Available cash on hand* (cash basis) or				1
2	\$239,359	\$339,176	\$225,000	2. Net working capital (accrual basis)	\$145,000			2
3	\$7,218	\$6,848		3. Previously levied taxes estimated to be received	\$6,500			3
4	\$10,368	\$20,618	\$10,000	4. Interest	\$12,500			4
5				5. OTHER RESOURCES				5
6	\$5,000	\$7,415	\$2,500	6 Connection Fees	\$2,500			6
7	\$410,091	\$440,167	\$530,500	7 Sewer Assessments	\$604,500			7
8			\$200,000	8 Capital Financing				8
9	\$112,504			9 Other				9
10				10				10
11				11				11
12				12				12
13				13				13
14				14				14
15				15				15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21				21				21
22				22				22
23				23				23
24				24				24
25				25				25
26				26				26
27				27				27
28				28				28
29	\$784,540	\$814,224	\$968,000	29. Total resources, except taxes to be levied	\$771,000	\$0	\$0	29
30				30. Taxes estimated to be received				30
31				31. Taxes collected in year levied				31
32	\$784,540	\$814,224	\$968,000	32. TOTAL RESOURCES	\$771,000	\$0	\$0	32

*Includes Unappropriated Balance Budgeted Last Year

FORM
LB-30

REQUIREMENTS SUMMARY
BY FUND, ORGANIZATIONAL UNIT OR PROGRAM
GENERAL
(name of organizational unit - fund)

DUNTHORPE-RIVERDALE DISTRICT No. 1

	Historical Data			EXPENDITURE DESCRIPTION	Budget For Next Year 2007 - 08			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 - 06						
				PERSONAL SERVICES				
1				1				1
2				2				2
3				3				3
4				4				4
5				5				5
6				6				6
7	\$0	\$0	\$0	7 TOTAL PERSONAL SERVICES	\$0	\$0	\$0	7
				MATERIALS AND SERVICES				
8	\$303,416	\$320,233	\$342,000	8 System maintenance and disposal	\$330,000			8
9	\$33,009	\$39,777	\$35,750	9 Administrative Costs	\$36,750			9
10			\$45,000	10 Other District Expenses (incl. debt payment)	\$95,000			10
11				11				11
12				12				12
13				13				13
14	\$336,425	\$360,010	\$422,750	14 TOTAL MATERIALS AND SERVICES	\$461,750	\$0	\$0	14
				CAPITAL OUTLAY				
15	\$108,939	\$402,696	\$520,250	15 Pump Station Maintenance	\$200,000			15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21	\$108,939	\$402,696	\$520,250	21 TOTAL CAPITAL OUTLAY	\$200,000	\$0	\$0	21
				TRANSFERRED TO OTHER FUNDS				
22				22				22
23				23				23
24				24				24
25			\$25,000	25 General Operating Contingency	\$25,000			25
	\$0	\$0	\$25,000	26 TOTAL TRANSFERS AND CONTINGENCIES	\$25,000	\$0	\$0	
27	\$445,364	\$762,706	\$968,000	27 TOTAL EXPENDITURES	\$686,750	\$0	\$0	27
28	\$339,176	\$51,518	\$0	28 UNAPPROPRIATED ENDING FUND BALANCE	\$84,250			28
29	\$784,540	\$814,224	\$968,000	29 TOTAL	\$771,000	\$0	\$0	29

MULTNOMAH COUNTY SERVICE DISTRICTS' PROPOSED BUDGETS FOR FISCAL YEAR 2007-2008

Budget Message — Mid-County Service District No. 14

This County Service District (originally known as Tulip Acres Lighting District when formed in 1967 now includes most of the unincorporated urban area of Multnomah County as well as the cities of Fairview, Maywood Park, and Troutdale. District growth has stabilized due to the substantial completion of municipal annexations.

Portland General Electric (PGE) provides energy and maintenance services for the District. The County's Department of Community Service's Land Use and Transportation provides administration, illumination engineering, and design to the District.

The District capital program has slowed significantly and has moved towards individual or small group pole replacement projects. The district proposes a \$50,000 capital pole replacement program for the fiscal year 2008 budget to target equipment that are past life expectancy or poor condition.

The district's current assessment is \$42.00 per property per year. The completion of capital work accomplished the previous three years provides for the opportunity to decrease the current rate by \$7.00. At \$35.00 per property per year, the rate will continue to provide the District with sufficient operating resources to match engineering, maintenance and operational demands. The District's unappropriated ending fund balance will fund the future replacement of depreciated District facilities.

**FORM
LB-20**

**RESOURCES
GENERAL
(Fund)**

MID-COUNTY DISTRICT No. 14

(Name of Municipal Corporation)

	Historical Data				Budget for Next Year 2007 - 2008			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 -06						
				Beginning Fund Balance:				
1				1. Available cash on hand* (cash basis) or				1
2	\$431,924	\$335,935	\$339,725	2. Net working capital (accrual basis)	\$385,000			2
3	\$6,038	\$5,201		3. Previously levied taxes estimated to be received	\$5,000			3
4	\$10,090	\$16,211	\$15,000	4. Interest	\$24,000			4
5				5. OTHER RESOURCES				5
6	\$282,984	\$288,574	\$275,000	6 Assessments	\$248,500			6
7	\$146	\$27		7 Other				7
8				8				8
9				9				9
10				10				10
11				11				11
12				12				12
13				13				13
14				14				14
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18				18				18
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21				21				21
22				22				22
23				23				23
24				24				24
25				25				25
26				26				26
27				27				27
28				28				28
29	\$731,182	\$645,948	\$629,725	29. Total resources, except taxes to be levied	\$662,500	\$0	\$0	29
30				30. Taxes estimated to be received				30
31				31. Taxes collected in year levied				31
32	\$731,182	\$645,948	\$629,725	32. TOTAL RESOURCES	\$662,500	\$0	\$0	32

*Includes Unappropriated Balance Budgeted Last Year

FORM
LB-30

REQUIREMENTS SUMMARY
BY FUND, ORGANIZATIONAL UNIT OR PROGRAM
GENERAL
Name of Organizational Unit - Fund

MID-COUNTY DISTRICT No. 14

	Historical Data			EXPENDITURE DESCRIPTION	Budget For Next Year 2007 - 08			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 - 06						
				PERSONAL SERVICES				
1				1				1
2				2				2
3				3				3
4				4				4
5				5				5
6				6				6
7	\$0	\$0	\$0	7 TOTAL PERSONAL SERVICES	\$0	\$0	\$0	7
				MATERIALS AND SERVICES				
8	\$212,759	\$221,318	\$225,000	8 Energy, maintenance and pole rental expenses	\$230,000			8
9				9 (services provided by Portland General				9
10				10 Electric)				10
11	\$38,804	\$40,124	\$36,250	11 Administrative costs (reimbursment to county	\$37,000			11
12				12 general fund and road fund)				12
13		\$12,746	\$25,000	13 Other expenses	\$25,000			13
14	\$251,563	\$274,188	\$286,250	14 TOTAL MATERIALS AND SERVICES	\$292,000	\$0	\$0	14
				CAPITAL OUTLAY				
15	\$143,684	\$25,341	\$75,000	15 Equipment Replacement	\$50,000			15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21	\$143,684	\$25,341	\$75,000	21 TOTAL CAPITAL OUTLAY	\$50,000	\$0	\$0	21
				TRANSFERRED TO OTHER FUNDS				
22				22				22
23				23				23
24				24				24
25			\$25,000	25 General Operating Contingency	\$25,000			25
	\$0	\$0	\$25,000	26 TOTAL TRANSFERS AND CONTINGENCIES	\$25,000	\$0	\$0	
27	\$395,247	\$299,529	\$386,250	27 TOTAL EXPENDITURES	\$367,000	\$0	\$0	27
28	\$335,935	\$346,419	\$243,475	28 UNAPPROPRIATED ENDING FUND BALANCE	\$295,500			28
29	\$731,182	\$645,948	\$629,725	29 TOTAL	\$662,500	\$0	\$0	29



MULTNOMAH COUNTY

AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07

Agenda Item #: R-4 & R-5

Est. Start Time: 9:40 AM

Date Submitted: 04/12/07

Agenda Title: Appoint Mid-County Street Lighting Service District No. 14 Budget Committee Chair and Secretary for Fiscal Year 2007-2008; Hear Mid-County Street Lighting Service District No. 14 Budget Message; and Public Hearing and Consideration of Approval of the 2007-2008 Mid-County Street Lighting Service District No. 14 Proposed Budget for Submittal to Tax Supervising and Conservation Commission

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

Requested Meeting Date:	April 26, 2007	Amount of Time Needed:	10 minutes
Department:	DCS	Division:	LUT
Contact(s):	Tom Hansell		
Phone:	503 988-5050	Ext.	29833
	I/O Address:		425
Presenter(s):	Tom Hansell		

General Information

1. What action are you requesting from the Board?

Convene as the governing body of the Mid-County Service District for the following actions:

- Select a Budget Committee Chair and Secretary from presiding members;
- Hear budget message;
- Open Public Hearings to hear and consider any testimony presented by the public about the budget, and
- Vote and approve the budget for submittal to Tax Supervising and Conservation Commission.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Multnomah County's Service Districts have been created under the provisions of Chapter 451 of the Oregon Revised Statutes to provide construction and operation of sanitary sewer systems and to provide street lighting in particular areas of the County. The Multnomah County Board of Commissioners serves as the governing body of each district. The budget committee for each

district consists of the members of the Board of County Commissioners and resident(s) of the district. Returning budget committee member Ginger Nielsen joins the Board of County Commissioners, as a district resident holding equal authority with the governing board during the budget committee process to ask questions, comment and vote on the budget.

The annual budget for each district is prepared under the direction of a budget officer designated by the Board. Tom Hansell from the Department of Community Services' Land Use and Transportation Program serves as the Budget Officer for the district. The budget committee reviews the annual budget and approves it either as submitted by the budget officer or with revisions requested by the committee.

These procedures fulfill the requirements of Oregon's Local Budget Law (ORS 294), which provides specific methods for obtaining public review and comment on the financial and administrative policies of the districts.

Multnomah County's Departments of County Management and Community Services provide financial, administrative and engineering services to the district. The district is, however, a separate and independent financial entity. Expenses incurred, such as administration and fiscal services, are met with revenue received from a tax assessment to real property within the street lighting service district.

The district was organized in 1968 as Tulip Acres Lighting District to provide street lighting in the unincorporated areas of Multnomah County and the cities of Maywood Park, Troutdale, and Fairview.

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

The district has a proposed total budget of \$662,500 for fiscal year 2008. This budget represents a \$33,000, or 5% increase above the current year adopted budget. The increase is associated with the district's effort to restore the unappropriated fund balance to prepare for the future replacement of end of service life equipment and increased utility costs. The district's capital plan for FY 2008 will be reduced to \$50,000 to match the anticipated need, targeting individual or small grouped street light replacements.

The revenues necessary to support the operations of the district are received through a special assessment collected through the property tax system. The district's current assessment is \$42.00 per property per year. For FY 2008, the district proposes to a new rate of \$35.00 per property per year. This 16% rate adjustment is justified as the district responds to the increase in the number of properties inside the district boundaries, a stable capital program and a healthy unappropriated fund balance.

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

The district is a separate legal entity (ORS 451). Because of its size, it requires a budget committee. The actions requested by the Board of County Commissioners and District Budget Committee are consistent to meet the requirements of the Tax Supervising Conservation Commission and statewide local budget law.

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

Published Notice of Public Hearing for the Budget Committee Meeting.

Required Signature

Elected Official or
Department/
Agency Director:

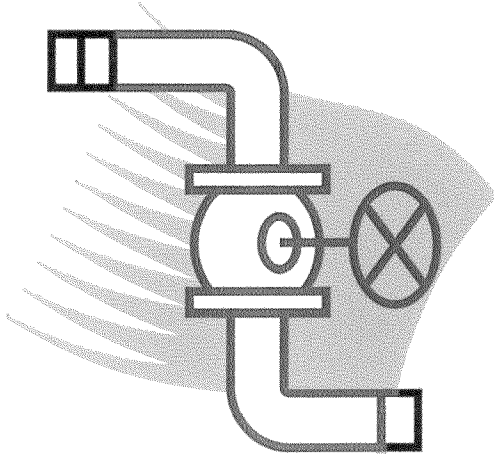
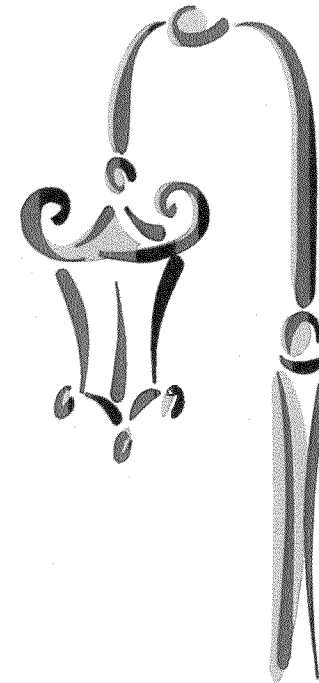


Date: 04/12/07

Multnomah County

**Dunthorpe-Riverdale Sanitary
Service District No. 1
&
Mid-County Street Lighting
District No. 14**

Proposed Budgets



Fiscal Year 2007-2008

TABLE OF CONTENTS

Introduction.....	2
Explanation Of The Budget Document.....	2
Service Districts' Financial Policies.....	2
Summary Of Service Districts' Requirements	3
Summary Of Administrative Reimbursements.....	3
Budget Message — Dunthorpe Riverdale-Service District No. 1	4
General Fund Resources — Dunthorpe-Riverdale Service District No. 1.....	5
General Fund Expenditure Summary — Dunthorpe-Riverdale Service District No. 1	6
Budget Message — Mid-County Service District No. 14.....	7
General Fund Resources And Requirements — Mid-County Service District No. 14.....	8
General Fund Expenditure Summary — Mid-County-Service District No. 14.....	9

MULTNOMAH COUNTY SERVICE DISTRICTS' BUDGETS FOR FISCAL YEAR 2006-2007

Introduction

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The current service charge is \$80.00 per month for line connections to the District system. To meet the anticipated treatment, maintenance, debt repayment and capital requirements for FY 2008 the District rate is proposed to move to \$ 90.00 per month. This new rate provides the District with the necessary operating resources to match needs.

**FORM
LB-20**

**RESOURCES
GENERAL
(Fund)**

DUNTHORPE-RIVERDALE DISTRICT No.1
(Name of Municipal Corporation)

	Historical Data				Budget for Next Year 2007 - 2008			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 -06						
				Beginning Fund Balance:				
1				1. Available cash on hand* (cash basis) or				1
2	\$239,359	\$339,176	\$225,000	2. Net working capital (accrual basis)	\$145,000			2
3	\$7,218	\$6,848		3. Previously levied taxes estimated to be received	\$6,500			3
4	\$10,368	\$20,618	\$10,000	4. Interest	\$12,500			4
5				5. OTHER RESOURCES				5
6	\$5,000	\$7,415	\$2,500	6 Connection Fees	\$2,500			6
7	\$410,091	\$440,167	\$530,500	7 Sewer Assessments	\$604,500			7
8			\$200,000	8 Capital Financing				8
9	\$112,504			9 Other				9
10				10				10
11				11				11
12				12				12
13				13				13
14				14				14
15				15				15
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21				21				21
22				22				22
23				23				23
24				24				24
25				25				25
26				26				26
27				27				27
28				28				28
29	\$784,540	\$814,224	\$968,000	29. Total resources, except taxes to be levied	\$771,000	\$0	\$0	29
30				30. Taxes estimated to be received				30
31				31. Taxes collected in year levied				31
32	\$784,540	\$814,224	\$968,000	32. TOTAL RESOURCES	\$771,000	\$0	\$0	32

*Includes Unappropriated Balance Budgeted Last Year

FORM
LB-30

REQUIREMENTS SUMMARY
BY FUND, ORGANIZATIONAL UNIT OR PROGRAM
GENERAL
(name of organizational unit - fund)

DUNTHORPE-RIVERDALE DISTRICT No. 1

	Historical Data			EXPENDITURE DESCRIPTION	Budget For Next Year 2007 - 08			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 - 06						
				PERSONAL SERVICES				
1				1				1
2				2				2
3				3				3
4				4				4
5				5				5
6				6				6
7	\$0	\$0	\$0	7 TOTAL PERSONAL SERVICES	\$0	\$0	\$0	7
				MATERIALS AND SERVICES				
8	\$303,416	\$320,233	\$342,000	8 System maintenance and disposal	\$330,000			8
9	\$33,009	\$39,777	\$35,750	9 Administrative Costs	\$36,750			9
10			\$45,000	10 Other District Expenses (incld. debt payment)	\$95,000			10
11				11				11
12				12				12
13				13				13
14	\$336,425	\$360,010	\$422,750	14 TOTAL MATERIALS AND SERVICES	\$461,750	\$0	\$0	14
				CAPITAL OUTLAY				
15	\$108,939	\$402,696	\$520,250	15 Pump Station Maintenance	\$200,000			15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21	\$108,939	\$402,696	\$520,250	21 TOTAL CAPITAL OUTLAY	\$200,000	\$0	\$0	21
				TRANSFERRED TO OTHER FUNDS				
22				22				22
23				23				23
24				24				24
25			\$25,000	25 General Operating Contingency	\$25,000			25
	\$0	\$0	\$25,000	26 TOTAL TRANSFERS AND CONTINGENCIES	\$25,000	\$0	\$0	
27	\$445,364	\$762,706	\$968,000	27 TOTAL EXPENDITURES	\$686,750	\$0	\$0	27
28	\$339,176	\$51,518	\$0	28 UNAPPROPRIATED ENDING FUND BALANCE	\$84,250			28
29	\$784,540	\$814,224	\$968,000	29 TOTAL	\$771,000	\$0	\$0	29

MULTNOMAH COUNTY SERVICE DISTRICTS' PROPOSED BUDGETS FOR FISCAL YEAR 2007-2008

Budget Message — Mid-County Service District No. 14

This County Service District (originally known as Tulip Acres Lighting District when formed in 1967 now includes most of the unincorporated urban area of Multnomah County as well as the cities of Fairview, Maywood Park, and Troutdale. District growth has stabilized due to the substantial completion of municipal annexations.

Portland General Electric (PGE) provides energy and maintenance services for the District. The County's Department of Community Service's Land Use and Transportation provides administration, illumination engineering, and design to the District.

The District capital program has slowed significantly and has moved towards individual or small group pole replacement projects. The district proposes a \$50,000 capital pole replacement program for the fiscal year 2008 budget to target equipment that are past life expectancy or poor condition.

The district's current assessment is \$42.00 per property per year. The completion of capital work accomplished the previous three years provides for the opportunity to decrease the current rate by \$7.00. At \$35.00 per property per year, the rate will continue to provide the District with sufficient operating resources to match engineering, maintenance and operational demands. The District's unappropriated ending fund balance will fund the future replacement of depreciated District facilities.

**FORM
LB-20**

**RESOURCES
GENERAL
(Fund)**

MID-COUNTY DISTRICT No. 14

(Name of Municipal Corporation)

	Historical Data				Budget for Next Year 2007 - 2008			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 -06						
				Beginning Fund Balance:				
1				1. Available cash on hand* (cash basis) or				1
2	\$431,924	\$335,935	\$339,725	2. Net working capital (accrual basis)	\$385,000			2
3	\$6,038	\$5,201		3. Previously levied taxes estimated to be received	\$5,000			3
4	\$10,090	\$16,211	\$15,000	4. Interest	\$24,000			4
5				5. OTHER RESOURCES				5
6	\$282,984	\$288,574	\$275,000	6 Assessments	\$248,500			6
7	\$146	\$27		7 Other				7
8				8				8
9				9				9
10				10				10
11				11				11
12				12				12
13				13				13
14				14				14
15				15				15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21				21				21
22				22				22
23				23				23
24				24				24
25				25				25
26				26				26
27				27				27
28				28				28
29	\$731,182	\$645,948	\$629,725	29. Total resources, except taxes to be levied	\$662,500	\$0	\$0	29
30				30. Taxes estimated to be received				30
31				31. Taxes collected in year levied				31
32	\$731,182	\$645,948	\$629,725	32. TOTAL RESOURCES	\$662,500	\$0	\$0	32

*Includes Unappropriated Balance Budgeted Last Year

**FORM
LB-30**

**REQUIREMENTS SUMMARY
BY FUND, ORGANIZATIONAL UNIT OR PROGRAM
GENERAL**

Name of Organizational Unit - Fund

MID-COUNTY DISTRICT No. 14

	Historical Data			EXPENDITURE DESCRIPTION	Budget For Next Year 2007 - 08			
	Actual		Adopted Budget This Year 2006 - 07		Proposed By Budget Officer	Approved By Budget Committee	Adopted By Governing Body	
	Second Preceding Year 2004 - 05	First Preceding Year 2005 - 06						
				PERSONAL SERVICES				
1				1				1
2				2				2
3				3				3
4				4				4
5				5				5
6				6				6
7	\$0	\$0	\$0	7 TOTAL PERSONAL SERVICES	\$0	\$0	\$0	7
				MATERIALS AND SERVICES				
8	\$212,759	\$221,318	\$225,000	8 Energy, maintenance and pole rental expenses	\$230,000			8
9				9 (services provided by Portland General				9
10				10 Electric)				10
11	\$38,804	\$40,124	\$36,250	11 Administrative costs (reimbursment to county	\$37,000			11
12				12 general fund and road fund)				12
13		\$12,746	\$25,000	13 Other expenses	\$25,000			13
14	\$251,563	\$274,188	\$286,250	14 TOTAL MATERIALS AND SERVICES	\$292,000	\$0	\$0	14
				CAPITAL OUTLAY				
15	\$143,684	\$25,341	\$75,000	15 Equipment Replacement	\$50,000			15
16				16				16
17				17				17
18				18				18
19				19				19
20				20				20
21	\$143,684	\$25,341	\$75,000	21 TOTAL CAPITAL OUTLAY	\$50,000	\$0	\$0	21
				TRANSFERRED TO OTHER FUNDS				
22				22				22
23				23				23
24				24				24
25			\$25,000	25 General Operating Contingency	\$25,000			25
	\$0	\$0	\$25,000	26 TOTAL TRANSFERS AND CONTINGENCIES	\$25,000	\$0	\$0	
27	\$395,247	\$299,529	\$386,250	27 TOTAL EXPENDITURES	\$367,000	\$0	\$0	27
28	\$335,935	\$346,419	\$243,475	28 UNAPPROPRIATED ENDING FUND BALANCE	\$295,500			28
29	\$731,182	\$645,948	\$629,725	29 TOTAL	\$662,500	\$0	\$0	29



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

APPROVED : MULTNOMAH COUNTY
BOARD OF COMMISSIONERS
AGENDA # R-6 DATE 04-26-07
DEBORAH L. BOGSTAD, BOARD CLERK

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-6
Est. Start Time: 9:45 AM
Date Submitted: 04/11/07

BUDGET MODIFICATION: LIB-06

Agenda Title: Budget Modification LIB-06 Adding a 0.5 FTE Position at Central Library-John Wilson Room of Department of Library Services

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

Date Requested:	<u>April 26, 2007</u>	Time Requested:	<u>5 minutes</u>
Department:	<u>Library</u>	Division:	<u>Central Library</u>
Contact(s):	<u>Becky Cobb</u>		
Phone:	<u>503-988-5499</u>	Ext.	<u>85499</u>
	I/O Address:		<u>317/LibAdm</u>
Presenter(s):	<u>June Mikkelsen, Assistant to Library Director</u>		

General Information

1. What action are you requesting from the Board?

Request board approval to add a 0.5 FTE library position.

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

This new Library Assistant position is funded by a \$90,000 Library Foundation grant over three years. The Library plans to fill the position for the remainder of the current fiscal year beginning April 2007. This part-time position provides reference services to the public for John Wilson Special Collections (JWSC) as well as assists in other operational issues include preparing and implementing programs and tours in the JWSC focusing on specific aspects of the collections.

The Library Foundation provides support raised from private donors, foundations and corporations to enhance the programs and collections of Multnomah County Library.

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

The Library Fund increases by \$7,818 in the current fiscal year. The remainder of this \$90,000 grant will be spent in the next three fiscal years; \$30,000 to be spent in each of FY 07-08 and FY 08-09

with remaining fund spent in FY 09-10.

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

NA

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

The Library Foundation solicits private citizen support for Library programs and collections that benefit all residents of Multnomah County.

ATTACHMENT A

Budget Modification

If the request is a **Budget Modification**, please answer all of the following in detail:

- What revenue is being changed and why?
The Library Fund increases by \$7,818.
- What budgets are increased/decreased?
In Central Library-John Wilson Room, personnel budget increases by \$7,630.
- What do the changes accomplish?
This grant from The Library Foundation enhances the JWSC library programs and collections.
- Do any personnel actions result from this budget modification? Explain.
A new 0.5 FTE position will be added to Central Library John Wilson Room for the remainder of the current fiscal year.
- How will the county indirect, central finance and human resources and departmental overhead costs be covered?
Indirect is covered by the Foundation grant.
- Is the revenue one-time-only in nature? Will the function be ongoing? What plans are in place to identify a sufficient ongoing funding stream?
This position is funded by The Library Foundation for the next three years.
- If a grant, what period does the grant cover?
The grant period is 3 years, which will span from FY 06-07 through FY 09-10.
- If a grant, when the grant expires, what are funding plans?
NA

ATTACHMENT B

BUDGET MODIFICATION: LIB-06

Required Signatures

Department/
Agency Director:



Date: 04/04/07

Molly Raphael

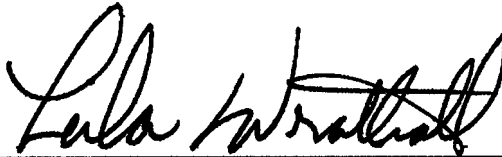
Budget Analyst:



Date: 04/09/07

Angela Burdine

Department HR:



Date: 04/02/07

Leila Wrathall

Countywide HR:



Date: 04/11/07

Candace Busby

Budget Modification ID: **07-LIB-BM-06****EXPENDITURES & REVENUES**

Please show an increase in revenue as a negative value and a decrease as a positive value for consistency with MERLIN.

Budget/Fiscal Year: 2007

Line No.	Fund Center	Fund Code	Func. Area	Accounting Unit			Cost Element	Current Amount	Revised Amount	Change Increase/ (Decrease)	Subtotal	Description
				Internal Order	Cost Center	WBS Element						
1	80-20	1510			802390		60000	57,574	62,194	4,620		Permanent
2	80-20	1510			802390		60130	18,476	19,820	1,344		Salary Related Expense
3	80-20	1510			802390		60140	13,610	15,277	1,667		Insurance Benefits
4	80-20	1510			802390		60350	2,431	2,619	188	7,818	Central Indirect @ 2.46%
5									0			
6	80-00	1510			800000		50210	(2,123,216)	(2,131,034)	(7,818)		OP-Non Governmental Prog.
7									0			
8	72-10	3500	20		705210		50316		(1,667)	(1,667)		Insurance Revenue
9	72-10	3500	20		705210		60330		1,667	1,667	0	Offsetting Expenditure
10									0			
11	19	1000	20		9500001000		50310		(188)	(188)		Indirect Reimb. Revenue in GF
12	19	1000	20		9500001000		60470		188	188	0	CGF Contingency Expenditure
13									0			
14									0			
15									0			
16									0			
17									0			
18									0			
19									0			
20									0			
21									0			
22									0			
23									0			
24									0			
25									0			
26									0			
27									0			
28									0			
29									0			
										0	7,818	Total - Page 1
										0	7,818	GRAND TOTAL

ANNUALIZED PERSONNEL CHANGEChange on a full year basis even though this action affects only a part of the fiscal year (FY).

						ANNUALIZED			
Fund	Job #	HR Org	Position Title	Position Number	FTE	BASE PAY	FRINGE	INSUR	TOTAL
1510	7211	64526	Library Assistant	new	0.50	18,481	5,374	6,666	30,521
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
			TOTAL ANNUALIZED CHANGES		0.50	18,481	5,374	6,666	30,521

CURRENT YEAR PERSONNEL DOLLAR CHANGECalculate costs/savings that will take place in this FY; these should explain the actual dollar amounts being changed by this Bud Mod.

						CURRENT YEAR			
Fund	Job #	HR Org	Position Title	Position Number	FTE	BASE PAY	FRINGE	INSUR	TOTAL
1510	7211	64526	Library Assistant	new	0.50	4,620	1,344	1,667	7,630
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
									0
			TOTAL CURRENT FY CHANGES		0.50	4,620	1,344	1,667	7,630



MULTNOMAH COUNTY

AGENDA PLACEMENT REQUEST (long form)

APPROVED : MULTNOMAH COUNTY
BOARD OF COMMISSIONERS
AGENDA # R-7 DATE 04-26-07
DEBORAH L. BOGSTAD, BOARD CLERK

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-7
Est. Start Time: 9:50 AM
Date Submitted: 04/06/07

BUDGET MODIFICATION: HD - 15

**Budget Modification HD-15 Appropriating \$10,000 from the National
Agenda Association of Community Health Centers (NACHC) for the Health Department
Title: to Participate in NACHC's Hepatitis C Virus Initiative**

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

Requested Meeting Date:	<u>April 26, 2007</u>	Amount of Time Needed:	<u>5 minutes</u>
Department:	<u>Health Department</u>	Division:	<u>Integrated Clinical Services</u>
Contact(s):	<u>Wendy Lear, Business Services Manager</u>		
Phone:	<u>503-988-3674</u>	Ext.	<u>27574</u>
		I/O Address:	<u>167/2/210</u>
Presenter(s):	<u>Jodi Davich</u>		

General Information

1. What action are you requesting from the Board?

Approval of request for appropriation of \$10,000 from the.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The National Association of Community Health Centers (NACHC) has launched a new initiative against the "silent killer" Hepatitis C (HCV) concentrating efforts through local health care centers and seeking to treat patients before they develop potentially life-threatening symptoms. Among the chronically infected, nearly 70% of patients will develop chronic liver disease, with Hepatitis C being the leading cause of liver transplants in the United States. HCV is described as a "silent epidemic" because most people who are infected will carry the virus for years without knowing it. The disease is responsible for an estimated 10,000 US deaths a year – a number that the Centers for Disease Control and Prevention (CDC) projects will double or triple as people infected decades ago develop more debilitating symptoms. The Multnomah County Health Department HIV Health Services Center (HHSC) is participating in this program as the pilot for the Health Department.

HHSC providers will receive clinical education and training, as well as resources to help integrate a HCV treatment strategy in their existing clinical setting. After completing the program, HHSC will have the capacity to treat HCV on-site. NACHC expects the on-site treatment will lead to improved adherence to the rigorous treatment protocol and enable more health center HCV patients to receive care.

This grant is new in FY07 and was not part of the FY07 Program Offer process. The project will start and finish during FY07 and is not included in an FY08 Program Offer.

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

The Health Department's FY07 Fed/State budget will increase by \$10,000 in FY07: Temporary Employees = \$4,645; Direct Program & Client Assistance = \$2,617; Education & Training = \$2,000; Indirect = \$738. The project should be completed in FY07.

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

N/A

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

N/A

ATTACHMENT A

Budget Modification

If the request is a **Budget Modification**, please answer all of the following in detail:

- **What revenue is being changed and why?**

The Health Departments FY07 Fed/State revenue budget will increase by \$10,000 as a result of this grant award.

- **What budgets are increased/decreased?**

The Health Department's Integrated Clinical Services (ICS) budget will increase by \$10,000: Temporary Employees = \$4,645; Direct Program & Client Assistance = \$2,617; Education & Training = \$2,000; Indirect = \$738. The project will be completed in FY07.

- **What do the changes accomplish?**

Multnomah County Health Department will have the capacity to treat HCV on-site. The on-site treatment will lead to improved adherence to the rigorous treatment protocol and enable more health center HCV patients to receive care. On-call staff will be used to backfill while staff are developing the HCV protocols and/or receiving training in preparation for implementing the protocols. Funds for client assistance will support health and adherence education materials, meeting supplies for pre-treatment education and support groups, and medications for the uninsured. Education and training funds will support provider and staff training related to delivering Hepatitis C intervention/treatment and support staff attendance to the Hepatitis C Conference.

- **Do any personnel actions result from this budget modification? Explain.**

There will be no increase in FTE as a result of this budget modification. On-call staff will be utilized under this budget modification.

- **How will the county indirect, central finance and human resources and departmental overhead costs be covered?**

Revenue covers indirect costs.

- **Is the revenue one-time-only in nature? Will the function be ongoing? What plans are in place to identify a sufficient ongoing funding stream?**

The revenue is one-time-only in nature. An ongoing funding stream is not needed.

- **If a grant, what period does the grant cover?**

The project period is 9/6/06 - 9/30/07. The project will be completed in FY07 and will not continue into FY08.

- **If a grant, when the grant expires, what are funding plans?**

The contract work will be completed - no additional funding plans.

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

ATTACHMENT B

BUDGET MODIFICATION: HD - 15

Required Signatures

**Elected Official or
Department/
Agency Director:**

Lillian Shirley

/wl

KJ
Date: 04/03/07

Budget Analyst:

Debra

Date: 04/11/07

Department HR:

Lillian Shirley

Date: 04/03/07

Countywide HR:

Date: _____

Budget Modification ID: **HD-07-15****EXPENDITURES & REVENUES**

Please show an increase in revenue as a negative value and a decrease as a positive value for consistency with MERLIN.

Budget/Fiscal Year: 2007

Line No.	Fund Center	Fund Code	Func. Area	Internal Order	Accounting Unit		Cost Element	Current Amount	Revised Amount	Change Increase/ (Decrease)	Subtotal	Description
					Cost Center	WBS Element						
1	40-30	32247	30			4CA96-01	50210		(10,000)	(10,000)		NACHC Hep C Initiative
2												
3	40-30	32247	30			4CA96-01	60100		3,740	3,740		On-Call - Staff
4	40-30	32247	30			4CA96-01	60135		755	755		Non-base Fringe
5	40-30	32247	30			4CA96-01	60145		150	150		Non-base Insurance
6	40-30	32247	30			4CA96-01	60155		2,617	2,617		Client Assistance
7	40-30	32247	30			4CA96-01	60260		2,000	2,000		Provider & Staff training
8	40-30	32247	30			4CA96-01	60350		228	228		Central Indirect
9	40-30	32247	30			4CA96-01	60355		510	510		Departmental Indirect
10												
11	19	1000	20		9500001000		50310		(228)	(228)		Indirect reimbursement revenue in General Fu
12	19	1000	20		9500001000		60470		228	228		CGF Contingency expenditure
13												
14	40-90	1000	30		409050		50370		(510)	(510)		Indirect Dept reimbursement revenue in Gener
15	40-90	1000	30		409001		60000		510	510		Off setting Dept expenditure in General Fund
16												
17	72-10	3500	20		705210		50316		(150)	(150)		Insurance Revenue
18	72-10	3500	20		705210		60330		150	150		Offsetting expenditure
19												
20												
21												
22												
23												
24												
25												
26												
27												
28												
29												
										0	0	Total - Page 1
										0	0	GRAND TOTAL
30									0			



MULTNOMAH COUNTY

AGENDA PLACEMENT REQUEST (long form)

APPROVED : MULTNOMAH COUNTY
BOARD OF COMMISSIONERS
AGENDA # R-8 DATE 04-26-07
DEBORAH L. BOGSTAD, BOARD CLERK

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-8
Est. Start Time: 9:53 AM
Date Submitted: 04/11/07

Agenda Title: **NOTICE OF INTENT to Apply for a \$40,000 Grant Funding from the Patterson Foundation to Support the Purchase of Dental Equipment**

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

Requested Meeting Date:	<u>April 26, 2007</u>	Amount of Time Needed:	<u>5 minutes</u>
Department:	<u>Health</u>	Division:	<u>Corrections Health</u>
Contact(s):	<u>Gayle Burrow, Tom Waltz</u>		
Phone:	<u>503-988-3674</u>	Ext.	<u>22670</u>
Presenter(s):	<u>Gayle Burrow</u>	I/O Address:	<u>160/8</u>

General Information

1. What action are you requesting from the Board?

Authorize the Director of the Health Department to apply for a \$40,000 grant from the Patterson Foundation to support the purchase of dental equipment for the Donald E. Long Juvenile Detention Center.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

At any given time, there are 100 youths housed at Multnomah County's Donald E. Long Juvenile Detention Center. The Center houses minor offenders who are awaiting trial, or are serving post trial sentences. The Multnomah County Health Department's Corrections Health unit is responsible for overseeing the health of adults and juveniles who are housed at County jail facilities in Multnomah County. The mission of the Corrections Health unit is "to provide services which promote and protect the health of the adults and juveniles entrusted to our care." Corrections Health nursing staff report that there is an average of six to ten urgent tooth pain cases a month. People whose condition has progressed to the point where they are experiencing pain usually must undergo extensive and more costly treatment in order to save the affected tooth. This often follows years of neglect, poor oral

hygiene, and little or no preventive dental care.

From January 2005 to June 2005, the Health Department's Corrections Health unit conducted dental screenings for the juvenile justice population. Screenings were conducted for 38 individuals who required pre-trial housing, or were serving a sentence of 60 days or greater. The findings of the screenings support the need for better access to dental care for this population. For example, all of those who were screened had some degree of gum inflammation or gingivitis, which can lead to periodontal disease and tooth loss; and none practiced adequate dental hygiene. Two thirds of the persons screened showed a range of problems including dental caries, complications from wisdom teeth, or needing root canal work and other restoration needs.

During the past year, dental care has been provided to inmates of the Juvenile Justice Center through a grant that enables the Health Department to rent a dental van from Northwest Medical Teams International. The van is parked outside the Donald E. Long JDC weekly to enable inmates to access care. This grant is coming to an end, and there is a need for a more permanent solution to providing dental services on-site. Prior to the Department's use of the dental van, providing dental care for inmates posed several challenges. For example, once a resident complains of tooth pain, it can take up to two weeks to locate a dentist and access services. Factors that contribute to the lack of access to dental providers include: (1) the high number of patients who are unable to pay for services; (2) the low reimbursement rate for publicly subsidized health care (for those who have Oregon Health Plan coverage¹); and (3) the fact that all inmates must be handcuffed, and transported and accompanied to their dental appointment by a Deputy Sheriff (most private dental offices are reluctant to treat persons wearing handcuffs and escorted by law enforcement personnel).

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

The County is mandated by State law to provide health services to inmates housed in local jail facilities. The proposed grant will enable the Department to establish the capacity to provide ongoing dental services for inmates at the Donald E. Long Juvenile Detention Center.

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

None. The project is consistent with local policy and State laws governing the County's responsibility to provide health services to individuals in custody.

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

None.

¹ Residents in detention for one month or more will automatically lose their Oregon Health Plan benefits.

ATTACHMENT A

Grant Application/Notice of Intent

If the request is a Grant Application or Notice of Intent, please answer all of the following in detail:

- **Who is the granting agency?**
Patterson Foundation.
- **Specify grant (matching, reporting and other) requirements and goals.**
No local match is required for this grant. The Patterson Foundation provides resources to programs and non-profit organizations that make a distinct contribution to enhance the quality of life and create social and economic value for our communities. Grantees are required to monitor expenses and report activities on regular intervals as established in the grant agreement, and provide a final report upon the completion of the grant funded project.
- **Explain grant funding detail – is this a one time only or long term commitment?**
This is one-time funding.
- **What are the estimated filing timelines?**
Filing is open (no date is specified).
- **If a grant, what period does the grant cover?**
The grant will cover a 12-month period beginning in July 2007.
- **When the grant expires, what are funding plans?**
This is one-time funding.
- **How will the county indirect, central finance and human resources and departmental overhead costs be covered?**
Administrative expenses can be requested.

ATTACHMENT B

Required Signatures

Elected Official or
Department/
Agency Director:

Lillian Shirley

KJ
Date: 04-11-07

Budget Analyst:

Debra

Date: 04/11/07



MULTNOMAH COUNTY

AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-9
Est. Start Time: 9:55 AM
Date Submitted: 04/20/07

Agenda Title: Update on 2007 Legislative Activities

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

Requested Meeting Date: April 26, 2007 Amount of Time Needed: 30 minutes
Department: Non-Departmental Division: Public Affairs Office
Contact(s): Barb Disciascio, Gina Mattioda
Phone: 503-988-6800 Ext. 86800 I/O Address: 503/600/PAO
Presenter(s): Gina Mattioda

General Information

1. What action are you requesting from the Board?
None, informational only.
2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.
Update on the work of the legislature as it pertains to issues of interest to Multnomah County.
3. Explain the fiscal impact (current year and ongoing).
None
4. Explain any legal and/or policy issues involved.
None
5. Explain any citizen and/or other government participation that has or will take place.
None

Required Signature

Elected Official or
Department/
Agency Director:

Date: April 20, 2007



THEODORE R. KULONGOSKI
Governor

April 18, 2007

The Honorable Phil Barnhart
Oregon House of Representatives
900 Court Street, H 481
Salem, OR 97301

Dear Rep. Barnhart:

I am writing to express my appreciation to the House Revenue Committee for engaging the discussion about a dedicated source of funding for the patrol division of the Oregon State Police. Having a dedicated source of revenue to supplement the expansion of the patrol division will ensure that this service, which is absolutely critical to public safety, is not – once again – jeopardized by fluctuations in and competition for the State's General Fund. It will also mean that the men and women of the Oregon State Police will not have to worry that the beginning of every legislative session could mean the end of their jobs.

In January, I said that if the legislature did not wish to use the auto insurance surcharge I proposed in my budget to pay for the additional troopers needed to achieve around the clock coverage of our state highways, that I would be open to a better idea for the dedicated source of funding. I support your effort to explore a surcharge on malt beverages as a viable alternative to my auto insurance surcharge.

I understand that Oregon's wholesale malt beverage surcharge is one of the lowest in the nation and has not been raised for 30 years. I also am aware that many individuals throughout the addiction prevention and treatment community, as well as several key legislators, have been working to increase the malt beverage surcharge for many years. Like the State Police, state support of drug and alcohol treatment has declined significantly over the last several biennia.

Clearly there is a connection between the issues of underage drinking, driving under the influence, methamphetamine abuse, drug and alcohol addiction and funding 24/7 state police patrol coverage to improve the public's safety. As you consider increasing Oregon's malt beverage surcharge, the opportunity before you is a "win-win" that promises to improve the public's health and safety by investing in addiction prevention and treatment on the front end – before law enforcement gets involved – and by ensuring adequate and stable funding for our Oregon State Police patrol efforts.

The Honorable Phil Barnhart
April 18, 2007
Page Two

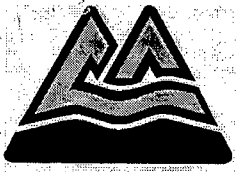
I applaud your efforts and stand ready to assist you to accomplish these goals.

Sincerely,


THEODORE R. KULONGOSKI
Governor

TRK:vt

c: Rep. R. Tom Butler, Vice-Chair
Rep. Tobias Read, Vice-Chair
Rep. Vicki Berger
Rep. Scott Bruun
Rep. Sara Gelser
Rep. Andy Olson
Rep. Diane Rosenbaum
Rep. Brad Witt



Public Affairs Office

MULTNOMAH COUNTY OREGON

501 SE Hawthorne Blvd., Ste. 600
Portland, Oregon 97214
503-988-6800

April 26, 2007

Agenda Items Include:

1. House Bill 2646
2. House Bills 2691 and 3082
3. Memo from CFM explaining legislation to address Measure 37

HB 2646 chief sponsor is Representative Mitch Greenlick (D-Portland), it is in House Human Services and Women's Wellness with a public hearing and possible work session on April 27th.

Additional sponsors include Representatives Kevin Cameron (R-Salem), Larry Galizio (D-Tigard), Bruce Hanna (R-Roseburg), Chuck Riley (D-Hillsboro), Diane Rosenbaum (D-Portland), Mike Schaufler (D-Happy Valley), Chip Shields (D-Portland), Gene Whisnant (R-Sunriver) and Senators Avel Gordly (I-Portland), Laurie Monnes Anderson (D-Gresham) and Rod Monroe (D-Portland)

The Public Affairs Office requests the BCC oppose HB 2646

This bill allows non-profits to enter into direct contractual relationships with the Department of Human Services for substance abuse prevention and treatment services rather than contract with the counties, therefore, bypassing the counties. Proponents, the Oregon Treatment Network claim the change would only allow providers the opportunity. However the measure clearly violates local control and ignores counties as the Local Mental Health and Addiction Authority defined in statute.

Furthermore, as a local government agency, the county would no longer have responsibility or authority to manage the services locally. Complaints from consumers and families would be addressed by the Department of Human Services. The counties are required to match the funding from the state; under this bill it is unclear if the non-profits will be responsible for this requirement? The legislation brings into question, who is responsible for monitoring the quality of services provided by the non-profit agency and the contract compliance?

HB 2646 disrupts Multnomah County's efforts moving towards a behavioral health concept consumers/clients are able to receive the highest quality services and the best practices available.

HB 2691 is sponsored by Committee on Revenue it is in House Revenue with a work session scheduled for April 27th.

HB 3082 is sponsored by Majority Leader/Representative Dave Hunt (D-Gladstone) it is in House Transportation with work session scheduled for April 30th.

The Public Affairs Office request the BCC to support the concepts proposed for HB 2691 and HB 3082.

An effort to change the Local Option Vehicle Registration Fee (VRF) is being discussed. Currently, two house measures are being considered for revisions, either HB 2691 relating to vehicle registration fees or HB 3082 relating to registration fees for vehicles imposed by county.

The main revisions include:

- 1) A board of county commissioners could enact a county-wide VRF without the approval of the electors of the county.
- 2) A county is not required to enter into an intergovernmental agreement with the cities and districts that overlap the county.

The proposed language states that the county must give notice at least 90 days in advance to the governing bodies that overlap the county that a new VRF is being imposed.

However, the proposed changes also allows a county to enter into an agreement to

- Establish a list of projects to be funded by the revenues
- Establish a methodology for identifying projects to be funded
- Establish a different allocation for the revenues than the 60/40 (county/cities) split that is identified in the current statute.

The City of Portland recognizes that the existing IGA allows the county to exclude new revenues from the current allocation if the revenues are for capital funding for the Willamette River Bridges.

CFM Memo on Measure 37

After a few false starts, Democratic legislative leaders and the governor's office have agreed on a strategy to provide a 360-day extension to process pending Measure 37 claims and to send a referral to voters to modify the landowner rights initiative.

This strategy should emerge Thursday night at a work session of the Joint Land Use Fairness Committee. It will involve:

House Bill 3546, which gives the state and local jurisdictions until May 2008 to complete processing of pending Measure 37 claims and preserves standing for heirs of claimants who die before their claim is processed.

House Bill 3540, which incorporates most of the modifications to Measure 37 that have been previously identified, but in the form of a referral to voters. The modifications would be adopted to go into effect if voters approve the referral. Democratic leaders are looking at a November 2007 election, with an effective date of modifications in early December if the referral passes.

A third bill would be moved through the legislature later in the session to set the election date officially, establish a ballot title and identify fiscal impacts.

Democrats intend to advance HB 3546 and HB 3540 in lockstep, though HB 3540 is destined to go to the Joint Ways and Means Committee, where its fiscal impact will be absorbed into the state budget – and a minority report is avoided.

The extension bill is viewed as critical by the governor's office, which estimates a \$4 billion potential liability if state and local planners fail to process Measure 37 claims by the current 180-day deadline.

The basic fix to Measure 37 remains essentially the same as previewed last week. The valuation method has been simplified and the threshold for future Measure 37 claims has been lowered, the latter in large part to avert opposition from the timber industry in a referral campaign. The amendment to HB 3540 was not ready in time for review at Tuesday night's hearing, pushing the work session back until Thursday.

Assuming the Joint Land Use Fairness Committee can hold its Democratic votes Thursday night, HB 3540 and HB 3546 will pass out and are expected to emerge on the House floor by next Wednesday.



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-10
Est. Start Time: 10:20 AM
Date Submitted: 03/12/07

Agenda Title: Adopting Multnomah County's Affirmative Action Plan for 2007-2009

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

Requested Meeting Date: April 26, 2007 Amount of Time Needed: 20 minutes
Department: County Management Division: Affirmative Action/Diversity
Contact(s): Robert Phillips
Phone: (503) 988-4377 Ext. 84377 I/O Address: 503/4
Presenter(s): Robert Phillips

General Information

1. What action are you requesting from the Board?

Adopt Resolution formalizing the County Affirmative Action Plan for 2007-2009.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Adoption of this plan will ensure the County is brought into compliance with regulatory update requirements.

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

The plan has no fiscal impact excluding those of the current program operations. It does assist the County in meeting various state and federal grant obligations for the submittal of a written plan as a support document on service delivery and equal employment opportunity practices.

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

The plan conforms to various state and federal mandates around equal opportunity and fair employment practice laws.

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

The plan has been approved and written with the input of key stakeholders.

Required Signature

**Elected Official or
Department/
Agency Director:**

Carol M. Ford

Date: 03/12/07

BOGSTAD Deborah L

From: WILLER Barbara
Sent: Wednesday, March 14, 2007 3:23 PM
To: COLEMAN RILEY Monique A
Cc: BOGSTAD Deborah L; PHILLIPS Robert E; FORD Carol M; GRAVES Travis R; ROCHE Hector R
Subject: RE: Agenda Placement Request - Affirmative Action Plan Resolution

Thanks for this report. I have a few basic comments (not on the report since I haven't read it) on the process.

- a. It would be helpful to have an executive summary (the Chair has requested this on any reports that come to him).
- b. Bringing this to the Board for 15 minutes makes it feel perfunctory and not a report that they should be looking at seriously and talking about the policy implications. Am I missing something here as a new person?
- c. I would like to have a more in-depth conversation of how we use this report internally for my own learning. I assume this should be with Robert and wondered who else should be in on this? This would help inform me on how the Board is engaged in this.

Thanks for all your work on this, Phillip. I hope my thoughts/questions are accepted as seeing this area as an important public policy issue and wanting to give it the attention it deserves.

Barbara Willer
 Deputy Chief Operating Officer
 Multnomah County
 501SE Hawthorne, 6th floor
 Portland, OR 97212
 503-988-5002
barbara.willer@co.multnomah.or.us

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

From: COLEMAN RILEY Monique A
Sent: Wednesday, March 14, 2007 2:01 PM
To: WILLER Barbara
Cc: BOGSTAD Deborah L; PHILLIPS Robert E
Subject: Agenda Placement Request - Affirmative Action Plan Resolution

Attached is the Agenda Placement Request and supporting documents related to the Affirmative Action Plan for 2007-2009. I will bring hard copies of the documents to you shortly. Thanks! Monique

Monique Coleman Riley
 Sr. Administrative Analyst
 Central Human Resources
 Multnomah County
 501 SE Hawthorne Blvd.
 Portland, OR 97214
 P. 503.988.5015 ext. 28198
 F. 503.988.3111
 E. monique.coleman-riley@co.multnomah.or.us

"What I hear, I forget; what I see, I remember; but what I do, I understand."
 -Confucius, 451 BC

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Adopting Multnomah County's Affirmative Action Plan for 2007-2009

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 2007-2009 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 26th day of April, 2007.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Kathryn A. Short, Assistant County Attorney

**MULTNOMAH COUNTY'S
YEAR 2007-2009 AFFIRMATIVE ACTION PLAN
BOARD PRESENTATION**

**By Robert Phillips, EEO/AA Officer
April 26, 2007**

To the Chair and Members of the Board, I bring greetings.

Acknowledgements: Kathy Short, County Attorney's Office; Carolyn Edgett, MOC; Chair's staff; Board staff, HR managers and others for input and ideas for improving the updated affirmative action plan.

Purpose of the Plan:

The County's affirmative action plan and program is designed to mirror the intent of Title VII of the Civil Rights Act of 1964 and the Civil Rights Act of 1991, in that it focuses on remedying the effects of actual or potential discriminatory practices or adverse impact in employment practices, prevents future discrimination through a proactive response to complaints, promoting diverse and inclusive workplaces, and respond to situations where the labor pool may have artificially been limited because of traditional restrictions perceived or actual on minorities, females or the disabled (as required under various federal regulations).

Affirmative action is necessary because of the persistence and complex nature of discrimination.

Multnomah County's affirmative action program does not establish quotas or require blind preferential hiring for diversity purposes. It does widen the circle of opportunity for creating diverse and inclusive workplaces by – enhanced recruitment efforts; educating all personnel as to prohibited bases of discrimination; and promote

actions for accountability designed to increase retention, and address historically under-representation in the workforce.

The Plan:

The Affirmative Action Plan/Program is composed of three core documents:

- The County's Affirmative Action Plan which umbrella's the conceptual pieces of the program under one corporate document. This avoids inconsistent definition of terms and expressions of program intent, which has often proven harmful during litigation. Although the plan is often interpreted as an organizations performance plan, which it is, it is also a compliance document that require specific expression of intent to comply with various civil rights laws and regulations. The plan is often submitted with grant proposals or upon receipt of federal grants or to receive state pass-through funds, in compliance with Federal Executive Order 11246 and its related laws, orders and regulations.
- Departmental/Office Affirmative Action Compliance Strategies under various federal guidelines not only is the corporate office (Multnomah County, Oregon) required to develop an affirmative action plans, but so are each of its sub-divisions (Departments/Offices). To meet the intent of the regulation, but to also reduce the work involved in creating individualized plans that are duplicative in nature, we have stream lined the process into compliance strategy. Thus, one plan speaks of the corporate intent that covers the entire organization, while strategies are created by the sub-divisions to ensure that the program objectives and intent is met.
- Monitor Reports which provides the statistical data for program development, monitoring and performance.

What the Plan Allows:

The County's affirmative action plan allows the organization to take the following actions when addressing identified underutilization in its workforce:

- Target positions for extensive and focused recruiting activities that will increase the applicant pool with qualified candidates from the underrepresented groups.
- Elimination of elements in the hiring process that may cause adverse impact.
- Codifies cultural knowledge and skills as an important factor in employment, when serving diverse clients or hard to reach populations.
- Allows for developing training plans and programs, including on-the-job training and seasonal internships, which provides skills and experience necessary to perform the functions of the position for which the underutilization exist

The actions taken pursuant to the Affirmative Action Plan or compliance program are reasonable in relation to the specific problems disclosed by the statistical analysis portion of the monitoring reports and service needs identified by departments.

Policy Linkages:

The Affirmative Action Plan is linked to Multnomah County Code, Chapter 9, County Employment; Section 9.001 Definitions, Affirmative Action; Section 9.002 Policy and Purposes, Merit Principles, (1), (2), (3), and (4); and Section 9.009 Equal Employment Opportunity.

What the Statistical Analysis Discloses:

The database system we are using is from Berkshire Associates Inc., Balanced Master Edition. The software program rolls up all employees (regular, part-time, temporary, on-call and seasonal) into 21 EEO Job Groupings.

Multnomah County continues to lead all public agencies with a workforce representation of (21%) minorities, compared to a population of (22%) and

labor force of (19%); and females at (61%), compared to a population of (51%) and labor force of (45%).

Hiring during the reporting period was (66%) for females and (28%) for minorities, again above labor market availability and population representation.

Minority terminations were (21%), most due to involuntary terminations and probationary discharges. This is an area that will need close attention through our exist surveys and human resources tracking and reviews; or progress will be slow due to the lack of retention.

Action to be taken once the Plan is approved:

1. Prepare the full Plan, Compliance Strategy, and Monitoring Reports for printing and distribution.
2. Notify all employees on the existence of the plan and where it can be found for review.
3. Implement the internal and external distribution strategies identified in the plan.
4. Meet with the HR Managers regarding the Plan and requirements for the Compliance Strategies. Conduct some training to assist the HR Managers in reading and understanding the data and the appropriate use of the materials.
5. Work with Department/Offices on compliance strategy issues and have a review completed of the strategies within a week of receipt.
6. Map out a review schedule for the implementation strategies.

In closing, this plan and policy document deserves your strong support as we move forward boldly in our commitment to a workplace reflective of our various communities.

MANAGERS OF COLOR
STATEMENT IN SUPPORT
AFFIRMATIVE ACTION PLAN
THURSDAY, APRIL 26, 2007

The Managers of Color are pleased to have participated as contributors to the new Affirmative Action Plan that promotes cultural competency, equal opportunity, and fair employment practices as core values in doing business in Multnomah County.

We re-affirm our desire to see practices on the part of your management team that demonstrate diversity and inclusive participation in all aspects of the county's business.

We continue advocate personnel practices that consistently model openness, transparency and fairness in providing equal opportunities for all. We urge you to address disparities in departmental leadership identified by the Human Resource Quality and Analytics unit.

We support and encourage actions on your part to ensure

- a. that workplace environments provide positive experiences for all employees through management accountability;
- b. that retention and probationary terminations are tracked and disparities addressed;
- c. that promotional/lead worker training opportunities are reviewed and that there is access to equal employment opportunity for all.

For Managers of Color, diversity is not an end in itself, but a means to an end: sharing the benefits of diversity across all the groups in our workforce.

We believe in the commitment of this board to the cause of diversity. However, realizing this commitment will require your ongoing attention. We ask that the Board reinstate its quarterly briefings on progress being made on diversity, cultural competence, and work place issues.

In closing, the Managers of Color support

- the work of the Affirmative Action Office to lay out a plan of action;
- the commitment of Chair's Office to matters concerning diversity, and
- the Board of Commissioners consistent acknowledgement that these are vital matter requiring their attention.

Thank you.

CHAIR'S REMARKS
BCC AA PLAN 4/26/07

*Patricia
Rosen*

- Thank you Robert, members of Managers of Color, and Human Resources Managers who contributed to the development of this important plan.
- I would also like to recognize the work of county employees with groups such as Employees of Color – Department of Human Services; Health Departments and Department of Community Justice – Diversity & Quality Teams; and PRISM whose work has insured that we continue to recognize and respect the importance of diversity and inclusiveness for all.
- The diversity of our employees has been a source of innovative ideas and creative solutions on how to respond to a wide range of issues faced by clients served by Multnomah County.
- Enhancing our diversity efforts in employment, contracting and service delivery is integral to me, and is a compelling interest in achieving our mission to serve all members of our county equitably.
- We, the people of Multnomah County, are a mosaic of ethnicities, languages, and lifestyles. We live in an age that requires us to treat the various cultures and languages in our county as assets, not as weaknesses.
- I believe that our efforts described within this plan will strengthen our commitment to nondiscrimination by removing artificial barriers to equal opportunity, and by encouraging affirmative measures that promote welcoming and supportive working environments that values diversity in its many dimensions.

Therefore,

- I am requesting that all department directors and their human resources divisions renew their commitments to promoting diversity and equal employment practices by removing barriers to the recruitment, retention and advancement of opportunity from historically excluded or currently underrepresented populations as identified in the monitoring reports data.
- I am requesting that the departments prepare compliance strategies in line with the Compliance Strategies Manual, identifying quality improvement projects that will promote excellence, a workplace climate of mutual respect, and make possible the full, effective use of the talents and abilities of all.

- Finally, our highest aspirations will be met only if we work together to implement strategies, track results, and monitor critical practices or areas needing special attention; I am asking to be kept regularly informed on the progress of this effort and look forward to even better reports in the coming years.

Thank you all for your work.

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 07-072

Adopting Multnomah County's Affirmative Action Plan for 2007-2009

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 2007-2009 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 26th day of April, 2007.

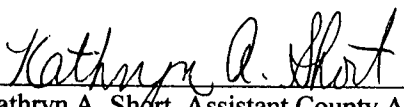


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

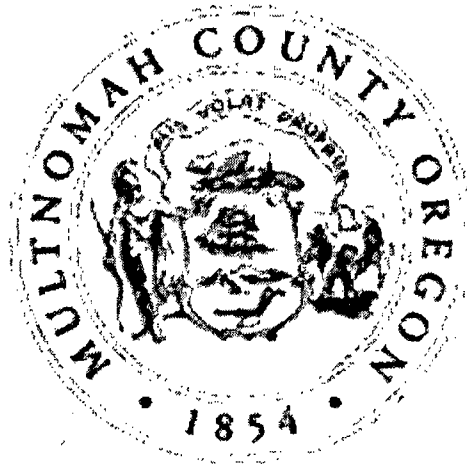
By 
Kathryn A. Short, Assistant County Attorney

SUBMITTED BY:
Carol Ford, Director, Department of County Management

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

(Narrative)

2007-2009



**Multnomah County, Oregon
501 S.E. Hawthorne Blvd.
Portland, Oregon 97214**

TABLE OF CONTENTS

	SECTIONS
Preface	4
Purpose	6
Rules	7
Scope of Accountability	7
Availability	8
Statistical Data	8
Racial/Ethnic Categories	8
Statement of Policy	
Employment	9
Programs/Services/Activities	10
Limited English Proficiency	10
ADA	10
Cultural Competence	11
Qualified Protected Veterans	12
Sexual Orientation/Gender Identity/	
Familial Status/Source of Income	12
Religious Exercise and Expression	13
EEO Practice Commitments	13
Dissemination of Policy	
Internal	15
External	15
Responsibility	
Chair/Sheriff/District Attorney/Auditor	17
Affirmative Action Officer	17
Departments	18
Diversity Office	19
Human Resources	19
Labor Relations	20
County Attorney's Office	20
Employees	20

Identification of Problem Areas	
Job Groups	21
Data Analysis	27
Benchmarks	28
Personnel Activity	
Applicant Flow	29
Hires	29
Promotions	30
Terminations	30
Technical Compliance	30
Action Programs	32
Monitoring & Reporting	36
Sex Discrimination Guidelines	37
Religion/National Origin Guidelines	39
Community Partnership Program Support	40
Hard to Reach Populations (Outreach)	41
Conclusion	42
Glossary	43
Appendices	
• Appendix A: Complaint Process	A: 46-48
• Appendix B: General Demographic Characteristics 2000	B: 49-52

PREFACE

In developing and implementing this Affirmative Action Plan (AAP), Multnomah County has been guided by its established policy of providing equal employment opportunity in all aspects of its hiring process, associated benefits, contracting and service delivery systems.

This (AAP) has been developed in reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC), 29 CFR Part 1608, establishing the requirements for affirmative action programs appropriate under Title VII of the Civil Rights Act of 1964, as amended, or programs under state or local laws (Sec.1608.7); including 41 CFR part 60-2 (Revised Order 4). Therefore, the use of such terms as "underutilization," statistically significant," "deficiency," "concentration," "affected class," etc. are used in accordance with these regulatory guidelines and 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.

Although the above terms are used in good faith in connection with this Plan, these terms have no independent legal or factual significance whatsoever. 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.

Any goals that Multnomah County has established herein are not intended as rigid, inflexible quotas that must be met, but rather as benchmarks used as a management tool to measure progress made in meeting the objectives of this Plan by applying every good faith efforts. 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.

Additionally, the Rehabilitation Act of 1973 (as amended), specifically, 29 U.S.C. Section 793 and its implementing Office of Federal Contract Compliance Programs (OFCCP) regulation's (41 C.F.R. Part 60-741), 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 60-250), 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 from Multnomah County's July 1, 2005 to June 30, 2006 Affirmative Action Monitoring Report, this Affirmative Action Plan covers

approximately 4,364 regular full-time/part-time employees, including 880 (20.2%) minorities, and 2,614 (59.9%) females. Additionally, on-call, and temporary employees are covered within the scope of the policy.

This AAP does not constitute an express or implied contract between the county and its employees, job applicants, or other persons. Furthermore, this Plan does not create any rights for any person or entity and is not developed nor intended to be used as a vehicle to sanction any unlawful discriminatory treatment. 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/Affirmative Action 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; and the complaint process can be found on the MINT, inside of the Diversity, Equity, and Affirmative Action web-page. 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 retaliation 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.

PURPOSE

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.

Multnomah County, has prepared this Plan to comply with the intent of federal laws, including those stated in the Code of Federal Regulations, Title 29 Labor, Part 1680-Affirmative Action Appropriate Under Title VII of the Civil Rights Act of 1964 (henceforth referred to as Title VII) (Public Law 92-202), as amended. Federal guidelines define an affirmative action program as "a management tool designed to ensure equal employment opportunity." (41 C.F.R. 60-2.10).

Additionally, this Plan is designed to be in adherent with the public policy expressed in ORS 243.305, that all citizens, through a program of affirmative action, shall be provided fair and equal employment opportunities for employment and advancement in programs and services and in the awarding of contracts.

Furthermore, this plan is guided by the administrative rules of the State of Oregon Bureau of Labor and Industries, Civil Rights Division, which defines a bona fide voluntary affirmative action plan as lawful if the plan: (a) is a temporary measure; (b) has the purpose of eliminating the effects of past discrimination; and (c) does not unnecessarily trammel the interests of other protected classes (OR Admin. Rule Sec. 839-005-0045).

Equal employment opportunity, through a program of affirmative action, is a part of the way Multnomah County regularly conducts its business, and complements the philosophy and belief that diversity enriches the work of the organization by creating work environments that are inclusive; embraces the uniqueness of others; fosters tolerance, sensitivity, understanding, and mutual respect among its employees; and encourages each individual to strive to reach their own potential. The county believes that variety among its many employees strengthens its operations, stimulates creativity, promotes the exchange of diverse ideas, and enriches cultural competent service delivery.

The county's plan sets forth specific affirmative action and equal employment opportunity responsibilities and expectations for managers, supervisors and all employees. The county holds all employees accountable for acting in accordance with the county's policies, practices and procedures.

RULES

Multnomah County Code 9.060 Equal Employment Opportunity. **Discrimination is prohibited in any employment action** on the basis of race, color, gender identity, source of income, sex, sexual orientation, familial status, marital status, age, religion, national origin, political affiliation or physical or mental disability, except when it constitutes bona fide occupational qualifications. All decisions on employment and promotions for classified service will be made in accordance with the principles of equal employment opportunity by utilizing job-related requirements for these opportunities.

Multnomah County Personnel Rules – Chapter I General Provisions, § 1-10-040 Definitions **define Affirmative Action** as – Identifying existing or potential discriminatory conditions and making specific goal oriented corrective actions to eliminate and prevent unlawful discrimination.

Multnomah County Personnel Rules – Chapter 2 County Employment, § 2-55-015 Non-Discrimination, **prohibits discrimination** on the basis of race, color, sex, age, religion, national origin, political affiliation, marital status, sexual orientation, gender identity, source of income, familial status, physical or mental disability or other protected status **in any decision regarding catastrophic leave program eligibility, and administration.**

Multnomah County Personnel Rules – Chapter 3 Workplace Management, § 3-40-020 **prohibit workplace harassment and discrimination** 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 any personnel action and in accordance with applicable law.

Multnomah County Personnel Rules – Chapter 5 Human Resources, § 5-20-005 Policy Statement: **The county is committed to achieving a workplace representative of the county's diversity and being a leader in providing applicants and employees fair and equal employment opportunities.** Accordingly, department directors will ensure that equal employment opportunities are afforded to all applicants and employees and that employment related decisions are non-discriminatory. Directors will ensure that employment practices are consistent with the county's Affirmative Action Plan and with state and federal laws designed to promote good faith efforts to achieve established affirmative action goals, including for persons with disabilities. Directors will take proactive steps to develop diverse applicant pools for position vacancies.

APPLICATION AND SCOPE

The provisions of this plan apply to all county organizational units required to develop and implement EEO/AA programs; to employees and applicants for employment; to contractors seeking to provide goods and services to the county; and to service providers working with or assisting clients of Multnomah County.

ACCOUNTABILITY, MONITORING, AND EVALUATION

The AAP serves as a working document for monitoring and evaluating statistical data, with a diagnostic component that includes a number of quantitative analyses designed to evaluate the composition of the workforce, compared to the composition of the relevant labor pools; and appraising individual and organizational performance, as appropriate, taking into consideration such factors as meeting affirmative action attainment targets and equal employment opportunity objectives. Annual updates of the program serve to assess the success of prior-year actions and to guide the organization in meeting equal employment opportunity objectives.

AVAILABILITY OF EEO PLANS AND REPORTS

Multnomah County's EEO/AA plans and reports are public documents which, upon request, or a visit to the Diversity, Affirmative Action MINT-site is available for anyone to review. As a matter of practice, all Human Resources Departments will have plans available for review within their organizations.

STATISTICAL DATA

All statistical monitoring reports necessary for evaluating the program's 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 - Balance 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. The quantitative data is separated from the narrative portion of the plan, and is updated and reviewed bi-annually.

RACIAL/ETHNIC CATEGORIES

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, Exhibits A and B. However, we recognize that the concept of race as used in the document does not denote clear cut scientific definitions of anthropological origins. Racial/Ethnic data captured is utilized to monitor and evaluate various elements required for program conformance.

STATEMENT OF POLICY - EMPLOYMENT

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/Affirmative Action Office for 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.

STATEMENT OF POLICY – TITLE VI – PROGRAMS/SERVICES/ACTIVITIES

It is the policy of Multnomah County to afford equal opportunity to all persons so that no person shall, on the grounds of race, color, sex, physical or mental disability, age, national origin, political affiliation, marital status, sexual orientation, gender identify, source of income, familial status or any other protected status, be excluded from participating in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activities of Multnomah County, or programs receiving federal grants, that does not constitute a bonifide requirement.

Department directors and program managers are responsible for meeting the objectives of this policy and will promptly take any necessary measures to effectuate compliance with this requirement.

This policy assurance is given in consideration of, and for the purpose of, obtaining any and all state or federal grants and/or other financial assistance.

STATEMENT OF POLICY – LIMITED ENGLISH PROFICIENCY

Multnomah County is committed to providing equal employment opportunity in all programs and services to ensure full compliance with all civil rights laws, including Title VI which requires non-discrimination on the basis of national origin. Equal opportunity includes physical and program access for persons with disabilities and program access for persons with Limited English Proficiency (LEP). Programs and physical access for persons with disabilities is covered in the ADA and the Rehabilitation Act of 1973 as amended, Section 504.

It is the policy of Multnomah County to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs, services and/or benefits.

STATEMENT OF POLICY – AMERICANS WITH DISABILITIES ACT (ADA) NONDISCRIMINATION

Multnomah County is committed to the purposes and policies of the ADA. The county has been covered by Sections 503 and 504 of the Rehabilitation Act of 1973, and has in place policies and procedures to prevent and prohibit discrimination against persons with disabilities and these policies and procedures have been amended to comply with the requirements of the ADA.

Subject to Title II of the ADA, and the regulations promulgated from and after January 26, 1992, no qualified individual with a disability shall, by reason of such disability be excluded from participation in or be denied the benefits of the services, programs, or

activities of Multnomah County, or be subjected to discrimination by Multnomah County.

Furthermore, subject to Title I of the ADA and the regulations promulgated thereunder, from and after July 26, 1992, Multnomah County will not discriminate against a qualified individual with a disability because of the disability of such individual in regard to employment, advancement, discharge, compensation, training, and other conditions, terms, and privileges of employment.

ADA Grievance Procedures: In the event that specific complaints arise regarding the county's compliance with particular provisions of the ADA, an individual with a potential grievance is encouraged to work with the County's ADA Coordinator, located in the Labor Relations Unit, in an effort to resolve the matter. The term "grievance" as used in this policy means some action or a failure to act adversely affected an entitlement right under the regulations or rules.

STATEMENT OF POLICY – CULTURAL COMPETENCE

Multnomah County is committed to meeting the needs of its residents in all their diversity. The county, through its departments, has dedicated itself to providing services, programs and policies that are appropriate and accessible to our customers, who encompass a broad range of human differences such as ability and disability, age, educational levels, ethnicity, gender, race, religion, sexual orientation, gender identity, socio-economic classes, and values. For Multnomah County cultural competence or culturally competent means the ability and the will to respond to the unique needs of an individual client or family that arise from the client's culture and the ability to use the person's cultural strengths as resources or tools to assist with the treatment, intervention or helping process. For the organization, cultural competence means the ability to provide equal and meaningful access and equal quality to individuals from each cultural and linguistic population served, based on an understanding of each population's distinct needs. For the professional, the ability to use the client's culture as a resource will depend, in part, upon knowledge of specific cultures and their histories, skills in cross-cultural and culturally-specific practices, and the ability to communicate effectively.

Additionally, the county recognizes that significant disparities exist between the outcomes experience by diverse groups versus those experienced by the general population and is committed to overcoming those disparities. Where significant disparities exist, the county expects departments to:

- Hire culturally competent personnel with the appropriate skills, knowledge, and ability to serve diverse populations.
- Design and deliver culturally competent services that include interventions and treatments proven effective with individuals from diverse communities.
- Operate culturally competent organizations with policies, administrative procedures, and management practices designed to ensure access to culturally appropriate services and competent personnel.

Departmental program efforts should be directed towards any cultural group:

- Whose understanding of health, mental health, illness, or disability is sufficiently different from the mainstream as to create a risk of sub-optimal service as a result.
- Whose family customs, social patterns, child-rearing practices, and religious values are sufficiently different from the mainstream as to create a risk of inaccurate assessing family functions.
- Whose primary language is not English or whose means of communications is sufficiently different from mainstream as to risk misunderstanding essential elements of the clinical or professional interaction.
- Whose history of experiencing war or ethnic, racial, social, or class-related discrimination is likely to have produced trauma or stressors beyond the norm, that act as a barrier to receiving available services.

For the purpose of this section, a compelling barriers include the inability to communicate with professionals and support staff who are needed for various services; the inability of the organization to accurately determine a client's needs; failure to determine or appropriately identify treatment needs or services; unavailability of needed services; inability to provide services in a manner that is effective; and inability to understand and interpret services in a manner that makes them available to diverse clients.

STATEMENT OF POLICY – QUALIFIED PROTECTED VETERANS

It is the policy of Multnomah County not to discriminate against any employee or applicant for employment because he or she is a disabled veteran, a newly separated veteran, a campaign veteran, or an armed forces service medal veteran. It is also the policy of Multnomah County to take affirmative action to employ and advance in employment, all persons regardless of their status as qualified protected veterans, and to base all employment decisions only on valid job requirements. This policy apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation and selection for training.

STATEMENT OF POLICY – SEXUAL ORIENTATION/GENDER IDENTITY/FAMILIAL STATUS/SOURCE OF INCOME/OTHER CATEGORIES

County policies prohibit any form of discrimination based upon an individual's expression of his/her gender identity; familial status; sexual orientation; political affiliation; union involvement, or any other category protected by rules, regulations or law. The county will not tolerate personnel actions or behaviors that discriminate, harass or treat employees or applicants in a biased manner based on their protected status, and as covered by its policies. Department Human Resources Managers and their designees are

available to respond to questions about these guidelines and or to carry out Personnel Rule 3-40 Discrimination and Harassment Free Workplace expectations.

STATEMENT OF POLICY – RELIGIOUS EXERCISE AND EXPRESSION

Multnomah County does not discriminate against employees on the basis of religion, lack of a religion, or require religious participation or non-participation as a condition of employment, or permit religious harassment. Employees are required to treat all fellow employees and clients with the same respect and consideration, regardless of their religion or lack thereof. Additionally, the county does not restrict or control the free exercise and enjoyment of religious opinions, or interfere with the rights of conscience. Religious symbols displays or art may be restricted if they create the appearance or reasonable impression that the government is sponsoring, endorsing, favoring or disfavoring a particular religion. Secular symbols would not fall under the restrictions, as long as they are judge to be in good taste.

EEO PRACTICE COMMITMENTS:

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 will 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.

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.

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 AAP, and will make available such elements of the Plan as will enable employees to know of and to avail themselves of its benefits.

2. EXTERNAL

A. 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 AAP and make available to them such elements of the Plan as will enable them to know of and to avail themselves of its benefits.

D. 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 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 relevant sources of recruitment.

RESPONSIBILITY FOR IMPLEMENTATION

The Multnomah County Chair has overall responsibility for implementation of the Equal Employment Opportunity and Affirmative Action Program within county departments. The District Attorney/Sheriff/Auditor has the responsibility within their offices to implement the policy. The Chair has assigned primary management responsibility and accountability for ensuring full compliance with the program to the 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 Equal Employment Opportunity and Affirmative Action Program statement appears on internal and external communications regarding employment opportunity.

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 and events.

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.
- Proactive prevention or constructive action to resolve allegations of policy violations related to unlawful acts of discrimination and/or harassment.

3. The Diversity/ 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.

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.
- 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.
 - Completing reports required to assure that the departments/offices are in compliance with their obligations under this Plan.
1. **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. Additionally, Labor Relations will be the point office for ADA access and other issues.
 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. Responses to EEOC and /or BOLI is coordinated and managed by this office.
 7. **County Employee:** are responsible for being familiar with the affirmative action program; complying with the objectives stated in the Plan; demonstrating 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.
 8. **Department/Offices Specific Strategies:** Each department/office of the county shall develop compliance strategies towards meeting the objectives of this corporate plan. Those strategies will be submitted, reviewed, and approved by the Affirmative Action Office.

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:

I. Composition of the Work Force by Organizational Unit and Job Group:

- A.** Our analysis of the Affirmative Action Monitoring Report for July 1, 2005 thru June 30, 2006, 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 20.2% and are represented in 86.1% 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 59.9% and are represented in 95.8% 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 or units with significant number of employees.

- 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.

II. Data Analysis

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 and will continue to make a good faith effort to reach these benchmarks and implement action-oriented programs, which are detailed elsewhere in the AAP.

III. 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, 2005 - June 30, 2006 reveals the following areas of significant success for minorities and women.

IV. 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, 2005 - June 30, 2006, 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, Asian Reporter, Portland Observer, El Hispanic News, 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.

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, 160 new employees were hired during the period from July 01, 2005 - June 30, 2006, including 48 minorities at 30% and 105 women at 65%.

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.

D. 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.

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:

- Equal Employment Opportunity posters are prominently displayed in each Multnomah County location.

- Multnomah County notifies all contractors and subcontractors via purchase orders and subcontracts that they may be subject to federal affirmative action obligations.
- Multnomah County requires that all of their qualified contractors and subcontractors develop and maintain a written affirmative action program.
- Multnomah County's employment application has a statement concerning Equal Employment Opportunity.
- All recruitment agencies and area schools and colleges will continue to be notified of Multnomah County's commitment to the goals of Affirmative Action.
- All recruitment advertising includes the solicitation "An Equal Opportunity Employer" or its abbreviation.
- 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.
- All personnel and employment records made or kept by Multnomah County are retained for the required period as mandated by OFCCP regulations.
- Multnomah County files bi-annual EEO-4 reports with the Federal Equal Employment Opportunity Commission.

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, 2005 - June 30, 2006, 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, 2005 - June 30, 2006, 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 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, 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 act in good faith 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.

COMMUNITY PARTNERSHIP 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 (HARD TO REACH POPULATIONS)

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 2007 - 2009, identifies 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, 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.

Appendices

- **Appendix A: Complaint Process** **A: 46-48**
- **Appendix B: Demographics 2000** **B: 49-52**

<p style="text-align: center;">MULTNOMAH COUNTY EMPLOYMENT DISCRIMINATION/HARASSMENT/RETALIATION COMPLAINT PROCESS</p>

Policy: Multnomah County's policy is to prohibit workplace harassment, discrimination and/or retaliation on the basis of any federal, state or locally recognized protected class designations; or because of one's involvement, advocacy or participation in those activities protected under various laws. <http://landru.leg.state.or.us/ors/659a.html>

Employees who violate these rules are subject to disciplinary action, up to and including discharge.

This procedure provides a means for resolving complaints by employees or applicants who believe they have been adversely affected by illegal or prohibited workplace discrimination, harassment and/or retaliation. At any time an employee may initiate a dialogue with the County's EEO/AA Officer or any manager or supervisor about their experience in the Multnomah County workplace and explore options available to address concerns. Employees must be aware however, that if specific information is shared about a situation or event that appears to involve discrimination, harassment or retaliation based on a protected class, the EEO/AA Officer or any other supervisor or manager, will be obligated to take action.

Definitions:

- **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.
- **Harassment** – Verbal or physical conduct that is derogatory, shows hostility towards an employee because of their protected status, and/or involves unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other conduct or communication of a sexual nature.
- **Retaliation** – Negative action taken towards a person because they initiated or participated in any manner in a complaint investigation, proceeding or hearing, regardless of the outcome.
- **Complaint** – Formal notice that a person believes they have experienced discrimination, harassment and/or retaliation in the workplace.

Who May File A Complaint: Any employee or applicant for employment may file a complaint.

How to File a Complaint: Complaints can be filed with the Affirmative Action Officer, Department Director, any County Manager, Supervisor or Human Resources Manager. Complaints may be filed orally followed by a signed statement, by email notification, or by using the formal complaint form. The complaint must identify the action, decision, conduct, or other basis that constitutes an alleged act or practice of unlawful or prohibited conduct and must allege that the action, decision or occurrence was taken or based on the

complainants protected status as described above. In most instances, the event which is the basis for the complaint must have occurred within the past six months.

Note: The above describes the filing of a formal complaint. An employee or job applicant does not have to file a formal complaint in order to discuss a concern about a situation they believe may involve discrimination, harassment or retaliation.

What Happens When A Complaint Is Filed:

- **Interview** – The person receiving the complaint will discuss the details with the complainant to explore options for resolution.
- **Investigation** – An investigation will be conducted at the discretion of Multnomah County. A formal complaint will describe the situation that forms the basis of the complaint and relief sought. Information obtained from the complaint will not be discussed with others except as necessary to investigate and resolve the complaint. Most investigations are concluded within 90 days of filing a complaint. Timelines may be extended by mutual agreement between the investigator and complainant.

The investigator will prepare a written summary of the investigation with findings that the complaint was (1) Substantiated, (2) Unsubstantiated, or (3) Unfounded. The report will go to the department director and the Affirmative Action Office. If substantiated, the report will contain the recommended appropriate corrective action. The investigator will notify the complainant, accused, department director, county attorney, Affirmative Action Officer and human resource director of the outcome, these individuals may then notify other county officials on a need to know basis.

Note: Complainant and all witnesses should be made aware that evidence gathered during the investigation may be used in subsequent proceedings and that they could be called as witnesses.

- **Informal resolution:** Complainant may attempt to resolve the problem through informal discussions with the person alleged to be responsible for the action, the person's supervisor or department director. The complainant may ask the supervisor, human resources and/or department director to assist in the informal resolution process. Once the complaint is informally resolved, a summary of the allegation(s) and the final resolution shall be forwarded to the Affirmative Action Office.
- **Right to be Accompanied:** A complainant or accused may be accompanied by another person for moral support and/or to observe the discussion, at any stage of a complaint filed under this procedure. The accompanying party can not interfere with the interview, but can assist in clarifying questions. Weingarten Rights will be afforded to the accused that are represented by unions.
- **Withdrawing a Complaint:** If the complainant wishes to withdraw the complaint during the process, the investigator will document the reasons but may continue the investigation at the county's discretion.

Filing External Complaints: Multnomah County encourages individuals to use the internal complaint procedure for resolution of discrimination concerns. Individuals also

have the right to file civil rights complaints with the United States Equal Employment Opportunity Commission (<http://www.eeoc.gov/>) and/or the State of Oregon's Civil Rights Division (http://www.boli.state.or.us/BOLI/CRD/C_Crcompl.shtml).

Table DP-1. Profile of General Demographic Characteristics: 2000

Geographic Area: Multnomah County, Oregon

[For information on confidentiality protection, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
Total population	550,486	100.0	HISPANIC OR LATINO AND RACE		
SEX AND AGE			Total population.....	550,486	100.0
Male.....	326,886	49.5	Hispanic or Latino (of any race).....	49,607	7.5
Female.....	333,600	50.5	Mexican.....	36,035	5.5
Under 5 years.....	42,306	6.4	Puerto Rican.....	1,210	0.2
5 to 9 years.....	41,302	6.3	Cuban.....	1,495	0.2
10 to 14 years.....	39,795	6.0	Other Hispanic or Latino.....	10,867	1.6
15 to 19 years.....	41,829	6.3	Not Hispanic or Latino.....	510,879	92.5
20 to 24 years.....	49,949	7.6	White alone.....	505,492	76.5
25 to 34 years.....	115,799	17.5	RELATIONSHIP		
35 to 44 years.....	107,614	16.3	Total population.....	550,486	100.0
45 to 54 years.....	97,853	14.8	In households.....	643,798	97.5
55 to 59 years.....	29,497	4.5	Householder.....	272,098	41.2
60 to 64 years.....	20,960	3.2	Spouse.....	111,400	16.9
65 to 74 years.....	34,509	5.2	Child.....	165,363	25.0
75 to 84 years.....	28,320	4.3	Own child under 18 years.....	131,034	19.5
85 years and over.....	10,773	1.6	Other relatives.....	32,366	4.9
Median age (years).....	34.9	(X)	Under 18 years.....	10,524	1.6
18 years and over.....	513,236	77.7	Nonrelatives.....	62,571	9.5
Male.....	251,463	38.1	Unmarried partner.....	21,246	3.2
Female.....	261,749	39.6	In group quarters.....	16,688	2.5
21 years and over.....	455,853	73.6	Institutionalized population.....	6,458	1.0
62 years and over.....	85,560	13.0	Noninstitutionalized population.....	10,230	1.5
65 years and over.....	73,607	11.1	HOUSEHOLD BY TYPE		
Male.....	28,964	4.4	Total households.....	272,098	100.0
Female.....	44,643	6.8	Family households (families).....	152,232	55.9
RACE			With own children under 18 years.....	72,114	26.5
One race.....	633,622	95.9	Married-couple family.....	111,400	40.9
White.....	522,825	79.2	With own children under 18 years.....	48,709	17.9
Black or African American.....	37,434	5.7	Female householder, no husband present.....	29,485	10.8
American Indian and Alaska Native.....	6,765	1.0	With own children under 18 years.....	17,699	6.5
Asian.....	37,638	5.7	Nonfamily households.....	119,866	44.1
Asian Indian.....	1,764	0.3	Householder living alone.....	68,334	32.5
Chinese.....	7,785	1.2	Householder 65 years and over.....	23,512	8.6
Filipino.....	3,349	0.5	Households with individuals under 18 years.....	79,210	29.1
Japanese.....	3,316	0.5	Households with individuals 65 years and over.....	52,650	19.3
Korean.....	2,332	0.4	Average household size.....	2.37	(X)
Vietnamese.....	11,102	1.7	Average family size.....	3.03	(X)
Other Asian ¹	7,990	1.2	HOUSING OCCUPANCY		
Native Hawaiian and Other Pacific Islander.....	2,320	0.4	Total housing units.....	288,561	100.0
Native Hawaiian.....	454	0.1	Occupied housing units.....	272,098	94.3
Guamanian or Chamorro.....	268	-	Vacant housing units.....	16,463	5.7
Samoan.....	276	-	For seasonal, recreational, or		
Other Pacific Islander ²	1,332	0.2	occasional use.....	1,262	0.4
Some other race.....	26,620	4.0	Homeowner vacancy rate (percent).....	2.3	(X)
Two or more races.....	26,664	4.1	Rental vacancy rate (percent).....	6.3	(X)
Race alone or in combination with one			HOUSING TENURE		
or more other races:³			Occupied housing units.....	272,098	100.0
White.....	545,309	82.6	Owner-occupied housing units.....	154,755	56.9
Black or African American.....	44,755	6.8	Renter-occupied housing units.....	117,343	43.1
American Indian and Alaska Native.....	14,701	2.2	Average household size of owner-occupied units.....	2.52	(X)
Asian.....	45,012	6.8	Average household size of renter-occupied units.....	2.16	(X)
Native Hawaiian and Other Pacific Islander.....	4,419	0.7			
Some other race.....	36,508	5.4			

- Represents zero or rounds to zero. (X) Not applicable.

¹ Other Asian alone, or two or more Asian categories.

² Other Pacific Islander alone, or two or more Native Hawaiian and Other Pacific Islander categories.

³ In combination with one or more of the other races listed. The six numbers may add to more than the total population and the six percentages may add to more than 100 percent because individuals may report more than one race.

Source: U.S. Census Bureau, Census 2000.

Table DP-2. Profile of Selected Social Characteristics: 2000

Geographic area: Multnomah County, Oregon

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
SCHOOL ENROLLMENT			NATIVITY AND PLACE OF BIRTH		
Population 3 years and over			Total population.....	660,486	100.0
enrolled in school.....	162,670	100.0	Native.....	576,521	87.3
Nursery school, preschool.....	9,774	6.0	Born in United States.....	569,708	86.3
Kindergarten.....	7,710	4.7	State of residence.....	297,107	45.0
Elementary school (grades 1-5).....	65,371	40.2	Different state.....	272,601	41.3
High school (grades 9-12).....	31,891	19.6	Born outside United States.....	5,813	1.0
College or graduate school.....	47,904	29.5	Foreign born.....	83,565	12.7
			Entered 1990 to March 2000.....	46,288	7.0
EDUCATIONAL ATTAINMENT			Naturalized citizen.....	26,946	4.4
Population 25 years and over.....	446,322	100.0	Not a citizen.....	53,019	8.3
Less than 5th grade.....	23,102	5.2	REGION OF BIRTH OF FOREIGN BORN		
9th to 12th grade, no diploma.....	40,985	9.2	Total (excluding born at sea).....	83,355	100.0
High school graduate (includes equivalency).....	102,814	23.0	Europe.....	20,247	24.1
Some college, no degree.....	115,207	25.8	Asia.....	29,337	34.9
Associate degree.....	27,326	6.1	Africa.....	2,833	3.1
Bachelor's degree.....	89,711	20.1	Oceania.....	2,834	2.4
Graduate or professional degree.....	47,117	10.6	Latin America.....	23,885	30.6
Percent high school graduate or higher.....	85.6	(X)	Northern America.....	4,029	4.9
Percent bachelor's degree or higher.....	30.7	(X)			
MARITAL STATUS			LANGUAGE SPOKEN AT HOME		
Population 15 years and over.....	536,912	100.0	Population 5 years and over.....	618,617	100.0
Never married.....	176,052	32.8	English only.....	515,735	83.4
Now married, except separated.....	249,382	46.4	Language other than English.....	102,882	16.6
Separated.....	18,791	2.0	Speak English less than "very well".....	55,005	8.9
Widowed.....	31,088	5.8	Spanish.....	38,767	6.3
Female.....	25,219	4.7	Speak English less than "very well".....	21,686	3.5
Divorced.....	69,679	13.0	Other Indo-European languages.....	29,348	4.7
Female.....	39,324	7.3	Speak English less than "very well".....	13,345	2.2
			Asian and Pacific Island languages.....	30,310	4.9
GRANDPARENTS AS CAREGIVERS			Speak English less than "very well".....	18,275	3.0
Grandparent living in household with			ANCESTRY (single or multiple)		
one or more own grandchildren under			Total population.....	660,486	100.0
18 years.....	9,705	100.0	Total ancestries reported.....	745,043	113.3
Grandparent responsible for grandchildren.....	3,843	39.6	Arab.....	2,824	0.4
VETERAN STATUS			Czech.....	4,821	0.7
Civilian population 18 years and over.....	513,245	100.0	Danish.....	7,449	1.1
Civilian veterans.....	63,362	12.3	Dutch.....	13,716	2.1
DISABILITY STATUS OF THE CIVILIAN			English.....	77,682	11.7
NONINSTITUTIONALIZED POPULATION			French (except Basque) ¹	23,549	3.6
Population 5 to 20 years.....	132,000	100.0	French Canadian ¹	5,974	0.9
With a disability.....	11,857	9.0	German.....	127,488	19.3
Population 21 to 64 years.....	409,184	100.0	Greek.....	2,812	0.4
With a disability.....	73,044	17.9	Hungarian.....	2,712	0.4
Percent employed.....	59.5	(X)	Irish.....	79,731	12.1
No disability.....	336,140	82.1	Italian.....	25,011	3.8
Percent employed.....	80.0	(X)	Lithuanian.....	1,208	0.2
Population 65 years and over.....	70,734	100.0	Norwegian.....	30,691	4.5
With a disability.....	29,773	42.1	Polish.....	11,951	1.8
RESIDENCE IN 1995			Portuguese.....	1,942	0.3
Population 5 years and over.....	618,617	100.0	Russian.....	12,668	1.8
Same house in 1995.....	277,950	44.9	Scotch-Irish.....	13,523	2.0
Different house in the U.S. in 1995.....	314,783	50.9	Scottish.....	20,306	3.1
Same county.....	184,746	29.9	Slovak.....	566	0.1
Different county.....	130,037	21.0	Subsaharan African.....	4,665	0.7
Same state.....	50,604	8.2	Swedish.....	22,330	3.4
Different state.....	79,633	12.9	Swiss.....	5,146	0.8
Elsewhere in 1995.....	25,884	4.2	Ukrainian.....	6,740	1.0
			United States or American.....	27,545	4.2
			Welsh.....	5,113	1.2
			West Indian (excluding Hispanic groups).....	692	0.1
			Other ancestries.....	206,727	31.3

¹Represents zero or rounds to zero. (X) Not applicable.

²The data represent a combination of two ancestries shown separately in Summary File 3. Czech includes Czechoslovakian. French includes Alsatian. French Canadian includes Acadian/Cajun. Irish includes Celtic.

Source: U.S. Bureau of the Census, Census 2000.

Table DP-3. Profile of Selected Economic Characteristics: 2000

Geographic area: Multnomah County, Oregon

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
EMPLOYMENT STATUS			INCOME IN 1999		
Population 16 years and over.....	529,051	100.0	Households.....	272,356	100.0
In labor force.....	365,188	69.0	Less than \$10,000.....	25,299	9.3
Civilian labor force.....	364,954	69.0	\$10,000 to \$14,999.....	16,483	6.1
Employed.....	341,522	64.6	\$15,000 to \$24,999.....	35,269	12.9
Unemployed.....	23,432	4.4	\$25,000 to \$34,999.....	37,134	13.6
Percent of civilian labor force.....	6.4	(X)	\$35,000 to \$49,999.....	47,338	17.4
Armed Forces.....	234	-	\$50,000 to \$74,999.....	55,219	20.3
Not in labor force.....	163,863	31.0	\$75,000 to \$99,999.....	27,060	9.9
Female 16 years and over.....	270,185	100.0	\$100,000 to \$149,999.....	18,468	6.8
In labor force.....	169,766	62.8	\$150,000 to \$199,999.....	4,895	1.7
Civilian labor force.....	169,679	62.8	\$200,000 or more.....	5,431	2.0
Employed.....	160,153	59.3	Median household income (dollars).....	41,278	(X)
Own children under 6 years.....	47,088	100.0	With earnings.....	225,003	82.6
All parents in family in labor force.....	28,696	60.9	Mean earnings (dollars) ¹	52,793	(X)
COMMUTING TO WORK			With Social Security income.....	58,556	21.5
Workers 16 years and over.....	335,182	100.0	Mean Social Security income (dollars) ¹	11,442	(X)
Car, truck, or van - drove alone.....	220,005	65.6	With Supplemental Security income.....	10,270	3.8
Car, truck, or van - carpooled.....	40,282	12.0	Mean Supplemental Security income (dollars).....	6,604	(X)
Public transportation (including taxicab).....	37,300	11.1	With public assistance income.....	11,478	4.2
Walked.....	15,264	4.6	Mean public assistance income (dollars) ¹	2,624	(X)
Other means.....	7,835	2.3	With retirement income.....	38,458	14.1
Worked at home.....	14,475	4.3	Mean retirement income (dollars) ¹	17,316	(X)
Mean travel time to work (minutes) ¹	23.8	(X)	Families.....	153,832	100.0
Employed civilian population 16 years and over.....	341,522	100.0	Less than \$10,000.....	7,827	5.1
OCCUPATION			\$10,000 to \$14,999.....	5,751	3.7
Management, professional, and related occupations.....	121,910	35.7	\$15,000 to \$24,999.....	15,235	9.9
Service occupations.....	51,454	15.1	\$25,000 to \$34,999.....	16,394	12.0
Sales and office occupations.....	92,578	27.1	\$35,000 to \$49,999.....	27,350	17.8
Farming, fishing, and forestry occupations.....	1,371	0.4	\$50,000 to \$74,999.....	37,134	24.2
Construction, extraction, and maintenance occupations.....	25,890	7.6	\$75,000 to \$99,999.....	19,756	12.8
Production, transportation, and material moving occupations.....	48,321	14.1	\$100,000 to \$149,999.....	14,169	9.2
INDUSTRY			\$150,000 to \$199,999.....	3,744	2.4
Agriculture, forestry, fishing and hunting, and mining.....	2,034	0.6	\$200,000 or more.....	4,344	2.8
Construction.....	19,912	5.9	Median family income (dollars).....	51,118	(X)
Manufacturing.....	43,168	12.6	Per capita income (dollars) ¹	22,606	(X)
Wholesale trade.....	16,193	4.7	Median earnings (dollars):.....		
Retail trade.....	40,163	11.8	Male full-time, year-round workers.....	36,036	(X)
Transportation and warehousing, and utilities.....	19,689	5.8	Female full-time, year-round workers.....	29,337	(X)
Information.....	10,239	3.0			
Finance, insurance, real estate, and rental and leasing.....	24,105	7.1	POVERTY STATUS IN 1999		
Professional, scientific, management, administrative, and waste management services.....	38,752	11.4	Families.....	12,593	8.2
Educational, health and social services.....	65,361	19.1	With related children under 18 years.....	10,132	12.9
Arts, entertainment, recreation, accommodation and food services.....	31,290	9.2	With related children under 5 years.....	5,511	16.9
Other services (except public administration).....	18,610	5.4	Families with female householder, no husband present.....	6,446	22.8
Public administration.....	11,348	3.5	With related children under 18 years.....	5,821	30.7
CLASS OF WORKER			With related children under 5 years.....	2,976	43.1
Private wage and salary workers.....	274,369	80.3	Individuals.....	81,711	12.7
Government workers.....	48,562	11.9	18 years and over.....	50,550	11.7
Self-employed workers in own not incorporated business.....	26,687	7.8	65 years and over.....	6,935	9.8
Unpaid family workers.....	884	0.3	Related children under 18 years.....	21,733	15.4
			Related children 5 to 17 years.....	14,544	14.5
			Unrelated individuals 15 years and over.....	38,482	21.4

¹Represents zero or rounds to zero. (X) Not applicable.

²If the denominator of a mean value or per capita value is less than 30, then that value is calculated using a rounded aggregate in the numerator. See text.

Source: U.S. Bureau of the Census, Census 2000.

Table DP-4. Profile of Selected Housing Characteristics: 2000
Geographic area: Multnomah County, Oregon

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text.]

Subject	Number	Percent	Subject	Number	Percent
Total housing units	288,561	100.0	OCCUPANTS PER ROOM		
UNITS IN STRUCTURE			Occupied housing units.....	272,698	100.0
1-unit, detached.....	172,313	59.7	1.00 or less.....	257,241	94.5
1-unit, attached.....	8,777	3.0	1.01 to 1.50.....	7,620	2.8
2 units.....	11,705	4.1	1.51 or more.....	7,237	2.7
3 or 4 units.....	14,916	5.2			
5 to 9 units.....	14,753	5.1	Specified owner-occupied units.....	137,165	100.0
10 to 19 units.....	15,873	5.5	VALUE		
20 or more units.....	42,101	14.6	Less than \$50,000.....	1,008	0.7
Mobile home.....	6,184	2.1	\$50,000 to \$99,999.....	11,432	8.3
Boat, RV, van, etc.....	894	0.3	\$100,000 to \$149,999.....	48,670	35.5
YEAR STRUCTURE BUILT			\$150,000 to \$199,999.....	38,934	28.4
1999 to March 2000.....	6,213	2.2	\$200,000 to \$299,999.....	23,398	17.1
1995 to 1999.....	16,354	6.3	\$300,000 to \$499,999.....	10,242	7.5
1990 to 1994.....	14,275	4.9	\$500,000 to \$999,999.....	2,971	2.2
1980 to 1989.....	21,597	7.5	\$1,000,000 or more.....	510	0.4
1970 to 1979.....	43,569	15.1	Median (dollars).....	157,500	(X)
1960 to 1969.....	33,219	11.5	MORTGAGE STATUS AND SELECTED		
1940 to 1959.....	68,252	23.7	MONTHLY OWNER COSTS		
1939 or earlier.....	83,132	28.8	With a mortgage.....	105,056	76.6
ROOMS			Less than \$300.....	155	0.1
1 room.....	13,442	4.7	\$300 to \$499.....	2,296	1.7
2 rooms.....	21,027	7.3	\$500 to \$699.....	8,353	6.1
3 rooms.....	32,605	11.3	\$700 to \$899.....	24,668	18.0
4 rooms.....	48,478	16.8	\$1,000 to \$1,499.....	41,279	30.1
5 rooms.....	52,323	18.1	\$1,500 to \$1,999.....	17,432	12.7
6 rooms.....	44,899	15.6	\$2,000 or more.....	10,813	7.9
7 rooms.....	32,434	11.2	Median (dollars).....	1,181	(X)
8 rooms.....	21,386	7.4	Not mortgaged.....	32,109	23.4
9 or more rooms.....	21,957	7.6	Median (dollars).....	354	(X)
Median (rooms).....	5.9	(X)	SELECTED MONTHLY OWNER COSTS		
Occupied housing units.....	272,698	100.0	AS A PERCENTAGE OF HOUSEHOLD		
YEAR HOUSEHOLDER MOVED INTO UNIT			INCOME IN 1999		
1999 to March 2000.....	69,699	25.6	Less than 15.0 percent.....	38,790	28.3
1995 to 1999.....	84,125	30.9	15.0 to 19.9 percent.....	23,068	16.8
1990 to 1994.....	42,859	15.6	20.0 to 24.9 percent.....	21,655	15.8
1980 to 1989.....	34,076	12.5	25.0 to 29.9 percent.....	15,172	11.1
1970 to 1979.....	20,307	7.6	30.0 to 34.9 percent.....	10,506	8.0
1969 or earlier.....	20,852	7.7	35.0 percent or more.....	26,607	19.5
VEHICLES AVAILABLE			Not computed.....	787	0.6
None.....	34,549	12.7	Specified renter-occupied units.....	117,125	100.0
1.....	104,576	38.4	GROSS RENT		
2.....	95,701	35.2	Less than \$200.....	4,963	4.2
3 or more.....	37,272	13.7	\$200 to \$299.....	3,512	3.0
HOUSE HEATING FUEL			\$300 to \$499.....	18,000	15.4
Utility gas.....	123,957	45.6	\$500 to \$749.....	53,291	45.5
Bottled, tank, or LP gas.....	2,628	1.0	\$750 to \$999.....	21,714	18.5
Electricity.....	99,305	36.5	\$1,000 to \$1,499.....	11,089	9.5
Fuel oil, kerosene, etc.....	40,360	14.8	\$1,500 or more.....	1,636	1.4
Coal or coke.....	19	-	No cash rent.....	2,860	2.4
Wood.....	3,056	1.1	Median (dollars).....	633	(X)
Solar energy.....	67	-	GROSS RENT AS A PERCENTAGE OF		
Other fuel.....	1,950	0.7	HOUSEHOLD INCOME IN 1999		
No fuel used.....	756	0.3	Less than 15.0 percent.....	16,178	13.8
SELECTED CHARACTERISTICS			15.0 to 19.9 percent.....	18,482	14.1
Lacking complete plumbing facilities.....	1,894	0.7	20.0 to 24.9 percent.....	18,664	14.2
Lacking complete kitchen facilities.....	2,547	0.9	25.0 to 29.9 percent.....	14,512	12.4
No telephone service.....	4,327	1.6	30.0 to 34.9 percent.....	9,685	8.3
			35.0 percent or more.....	38,529	32.9
			Not computed.....	5,096	4.4

-Represents zero or rounds to zero. (X) Not applicable.

Source: U.S. Bureau of the Census, Census 2000.

**MULTNOMAH COUNTY, OREGON
DEPARTMENT/OFFICE**

**AFFIRMATIVE ACTION COMPLIANCE
STRATEGIES**



EQUAL EMPLOYMENT OPPORTUNITY – DIVERSITY – AFFIRMATIVE ACTION

**PREPARATION MANUAL
2007-2009**

**Issued by: Robert Phillips
EEO/Affirmative Action Officer**

**DEPARTMENT/OFFICE
EEO/AFFIRMATIVE ACTION COMPLIANCE STRATEGIES
(Guidelines for Departments'/Offices' Compliance)**

I. PURPOSE:

This guide is provided to facilitate departments and offices in the preparation of uniform voluntary affirmative action compliance strategies, consistent with Multnomah County's Affirmative Action Plan, the Paperwork Reduction Act of 1995, and various regulatory requirements. This guide reduces the number of required elements in writing an affirmative action plan; reaffirms the no-quota policy and intent of strategies; encourages compliance through self-evaluation and corrective action; streamline and eliminate unnecessary rules; and improves the compliance evaluation process. Departments and Offices should closely follow the directions of this guide in developing their compliance strategies.

**II. DEPARTMENT/OFFICES REQUIRED TO PREPARE AND
SUBMIT A COMPLIANCE STRATEGY OR AN EEO POLICY:**

- A. Departments/Offices with fewer than 50 employees (classified and unclassified combined) are not required to prepare a full compliance strategy but must have an Equal Employment Opportunity Policy, as set forth below.
- B. Departments/Offices with 50 or more employees (classified and unclassified combined) at any time during the fiscal year must prepare and submit compliance strategies.

III. DATES:

The Compliance Strategies should analyze workforce data from the past fiscal year, and describe action steps for program improvements for the future. The data analysis should include a review of personnel activities during the past twelve-month period and current personnel activities; and based on the analysis of personnel activities, the department/office should identify plans to guide its EEO efforts.

IV. CERTIFICATE OF COMPLIANCE:

Departments/Offices that submit compliance strategies in line with these guidelines will receive a Certificate of Compliance from the Affirmative Action Office. The certificate indicates that a program exist for the department/office in conformance with the objectives of the County's affirmative action plan – guiding equal employment opportunity efforts, diversity, non-discrimination, harassment prevention, and various elements of compliance.

V. ADMINISTRATIVE RESPONSIBILITY:

It is each department's/office's responsibility to develop, implement, and manage individualized programs designed to comply with the intent of Multnomah County's Affirmative Action Plan. However, it is the Affirmative Action Officer's responsibility to make professional judgments as to:

1. Specificity: Whether the action-oriented programs are sufficiently specific and results-oriented to accomplish the aims for which they were created.
2. Execution: Whether the action-oriented programs can be monitored and measured to assure that the described activity can and will be annually evaluated.
3. Alignment: Whether the compliance strategies comply with the purpose and intent of the Affirmative Action Plan.
4. Balance: Whether the rights of all parties are balanced in the program descriptions to ensure equal employment opportunity and good-faith efforts.

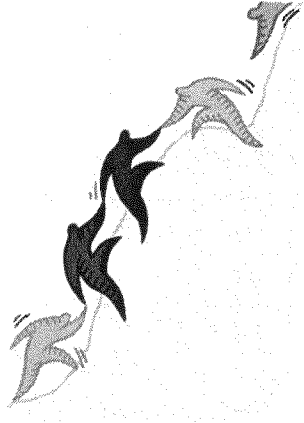
VI. ARRANGEMENT:

The departmental/office compliance strategies should be arranged as follows:

1. **Cover**: All plans should have a cover that specifically:
 - Identifies the department/office
 - Identifies that the document is the "Affirmative Action Compliance Strategies" aligned with the spirit and intent of Multnomah County's 2007-2009 Affirmative Action Plan

- Carries the signatures of the department/office administrator and HR manager
- Is dated

Sample:

<p align="center">Multnomah County, OREGON Department of Good Services</p> <p align="center">FY 2007-2009</p> <p align="center">Affirmative Action Compliance Strategies</p> <div align="center">  </div> <p align="center">Equal Employment Opportunity/Service Delivery/Diversity</p> <p>Prepared by: _____ (HR)</p> <p>Authorized by: _____ (Director/Administrator)</p> <p>Date: _____</p>

2. Overview: Should contain basic information that creates context for the plan.

Sample (next page):

OVERVIEW

- This Affirmative Action Compliance Strategy (for department/office) is written in reliance upon and compliance with Multnomah County's Board-adopted Affirmative Action Plan for 2007-2009 and all applicable rules therein.
- These strategies are to be used as management tools designed to ensure equal employment opportunity in accordance with Multnomah County's policies.
- Any goals identified in the strategies are used as benchmarks to measure progress made in all areas of human resources practices and equal employment opportunity requirements.
- This compliance strategy does not constitute an expressed or implied contract between this department/office and its employees, job applicants, or other persons. Furthermore, this strategy does not create any rights for any person or entity and is not developed nor intended to be used as a vehicle to sanction any unlawful discriminatory treatment. Additionally, this strategy is not and does not purport to be a labor agreement between Multnomah County, Oregon and any employees or employee representatives.
- The department/office reserves the right to unilaterally modify, delete, or add to the strategy's content, actions, and/or language contained herein at any time.
- These compliance strategies apply to all employees in the organization. All employees are expected to model their behavior in accordance with the expressed and implied intent of the county's Plan and these strategies. Behaviors that violate the expressed or implied intent of the Plan or these strategies are considered as a serious breach of behavioral expectations.
- Violations of the Plan or these strategies should be brought forth in accordance with the organization's complaint procedures.

3. Policy Statement: A policy statement, in support of the county's Affirmative Action Plan, must be written by the department director or elected official expressing an official departmental/office commitment to the program. This policy must inform the workers of the existence of the 2006-2009 Affirmative Action Plan and must be posted throughout the workplace. The policy statement may be written as follows:

TO: Department/Office Employees

FROM: Director/Elected Official

DATE:

SUBJECT: Affirmative Action/Equal Employment Opportunity
Commitment

The purpose of this communication is to restate the departmental/office commitment to the policies and principles of equal employment opportunity, affirmative action and diversity in the way we conduct our business.

It is the policy of this department/office to provide equal employment opportunity and to deliver services to all qualified individuals without regard to their protected characteristics and in a culturally competent manner.

Through this communication, and existing policies, all employees are expected to act in accordance with these values. Complaint procedures exist to address concerns of discrimination, harassment, failure to make reasonable accommodations, and so forth. Complaints should be directed to Human Resources.

I am confident that our shared efforts can and will result in complete compliance with our equal opportunity objectives.

4. Assessment of Data: This section looks at the current data for the organization and identifies issues that may exist. (This information can be pulled from the Key Findings in the department/office monitoring report.)

Sample:

KEY FINDINGS

Regular Full-time & Part-time Employees
Reporting Period 07/06 – 01/07

- The Department of Good Services (DGS) has a total of 785 regular full-time and part-time employees, of whom 385 (49.04%) are males; 400 (50.96%) are females; and 85 (10.82%) are employees of color.
- DGS has four staff units of which 3 (75%) are staffed with employees of color and 4 (100%) are staffed with females.
- A review of our job groups indicates that in using the 80% Rule, underutilization exists in two job group areas – Professionals and Technicians. In addition, statistically significant underutilization exists for females in the Technicians classifications.
- A total of 5 hires occurred during the reporting period. None of the hires were females or minorities.
- A total of 30 employees terminated their employment with DGS due to layoffs (50%) and other employment (50%). Ten (100%) minorities (100%) left due to layoffs and 21 (75%) females left for other jobs.
- Greatest challenges for the department exist in the following job classifications for minorities: Program Manager, Program Development Technician, and Office Assistant/Senior. For females: Project Manager, Diver, and Electrician seem to offer the greatest challenges.

5. Challenges/Opportunities: This section should contain any information that may enhance or restrain the department's/office's affirmative action efforts. Definitions:

Challenges – are identified impediments to equal employment opportunity based on performing in-depth analyses of the total employment process. At minimum department/offices must evaluate:

- a. The workforce by organizational unit and job group to determine whether there are problems of minority or female utilization (i.e., employment in the unit or group), or of minority or female distribution (i.e., placement in the different jobs within the unit or group);
- b. personnel activity (applicant flow, hires, terminations, promotions, and other personnel actions) to determine whether there are gender-, race-, or ethnicity-based disparities;
- c. selection, recruitment, referral, and other personnel procedures to determine whether they result in disparities in the employment or advancement of minorities or women; and
- d. any other areas that might impact the success of the affirmative action program or creating an inclusive work environment.

Opportunities – are strategies reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. These strategies are used to measure progress towards achieving equal employment opportunity. No strategy should supersede merit selection principles, create set-asides, or be done in a discriminatory manner by setting a ceiling or a floor for the employment of particular groups.

Sample for writing this section is on the next page:

CHALLENGES/OPPORTUNITIES

Context of DGS's Good-Faith Efforts:

- Staff reductions – Like many departments, DGS is facing potential reduction in staff. These reductions will limit the opportunity available to hire new and diverse individuals into the workforce.
- Diversification – DGS Human Resources has worked diligently and successfully to recruit qualified candidates of diverse cultures and backgrounds, both for regular and seasonal jobs. The department is committed to continuing its efforts during the three years of the new plan.
- One-Time Funding Positions – The department has been successful in obtaining one-time federal funding for outreach-specific programs targeting minority communities. DGS's utilization of both minorities and females in these limited-term positions has been creditable and may create a pipeline into future job opportunities in the permanent classified positions.
- Retention – A major problem exists in retaining minorities since most are on limited duration jobs. More effort will be needed to retain these talented and skilled employees.

6. Strategies: The objective of this section is to identify program strategy that the department will implement to bring their operations into compliance with the goals and intent of the Affirmative Action Plan. Linkages with countywide efforts may also be identified here:

**FISCAL YEAR 2007-2009
AFFIRAMTIVE ACTION COMPLIANCE STRATEGIES
Department of Good Services**

Effective: April 4, 2007

Area of Focus	Planned Action	Person(s) Responsible	Timelines
Close the Retention Gap	Implement Existing Survey	HR	4/07- Ongoing, Annual Reports
Job Development	Identify Positions for Targeted Recruitments	HR	6/07, Quarterly Reporting
Targeted Recruitment	Target all areas where Underutilization exists	HR	4/07 – Ongoing
Accountability	Create Measurement Tools	Admin./HR	7/07

RECORD OF COMPLIANCES

ITEM	PERSON	TARGETED/COMPLETION DATE
-------------	---------------	-------------------------------------

**Department Policy
Communicated to
Employees**

**Confirmation that
County Policy and
The Federal EEO Poster
Is Posted in the Work
Area**

**Confirmation That
Information on the
Complaint Process Has
Been Provided to Employees**

**Confirmation that the
Affirmative Action Plan
And the Department's
Compliance Strategies have
Been Shared with Employees**

7. Quality Improvement Plan: As part of the county's commitment to continuous improvement, please identify at least one diversity "quality improvement project" for the covered planning period. Example:

QUALITY IMPORVEMENT PROJECT
FY 07-09

<i>Area of Focus:</i>	Staff and Management Diversity and Cultural Competency Awareness
<i>Planned Action:</i>	Establish a diversity committee to identify organizational needs; identify programs for improvements.
<i>Commitment:</i>	Management will grant time away to staff assigned to the diversity committee in order to give this matter appropriate attention; management will commit \$5,000 annually and ongoing for the work of this group.
<i>Outcome:</i>	Employees will feel diversity is valued in the department; and services are improved through the delivery of culturally sensitive and responsive services that involved management, employees, clients, and service providers.
<i>Accountability:</i>	Measure progress and report on all activities of the committee, with suggestions for ongoing improvements.

8. Records of Compliance: Departments must document their intentions to comply with record keeping and posting requirements. The following form will assist with this requirement:

APPENDIXES

A. Conceptual Definitions

B. Sample of Proactive Measures

A. CONCEPTURAL DEFINITIONS

Affirmative Action – Refers to those specific steps that are taken in good-faith to achieve equal employment opportunity.

Availability – Defines the demographics of the applicant pool. There are two factors used for determining availability: 1) the percentage of minorities or women with the requisite skills in the reasonable recruitment area; and 2) the percentage of minorities or women among those promotable, transferable, and trainable in the organization.

Challenges – One or more barriers that adversely impact equal opportunity, diversity or creating an inclusive workplace.

Compliance Strategies – Departmental/Offices individualized plan designed to comply with the corporate affirmative action plan.

Good-Faith Efforts – Those actions taken to bring the program into compliance with the objective and intent of the employers equal opportunity program.

Inclusive Workplace – A workplace where people are accepted, respected and included based on a broad range of diversity factors.

Noncompliance – The failure to carry out strategies consistent with the intent of the corporate affirmative action plan.

Opportunities – Areas where planned strategies addresses one or more barriers that adversely impact equal opportunity, diversity, and/or cultural competency, producing measurable outcomes.

Quality Improvement Plan – A plan of action or strategy specifically designed to promote equal opportunity, diversity, inclusive workplaces and/or cultural competency.

Selection Procedures – Any measures or procedures used as the basis for an employment decision. Selection range from traditional paper-and-pencil test, performance test, training programs, probationary periods, and physical, educational, and work experience requirements. They also may include informal or casual interviews and answers on application forms.

Terms and Conditions of Employment – These words encompass all aspects of an employee's relationship with an employer.

Underutilization – Having fewer diverse employees in the workforce than could reasonably be expected based on their availability in the labor area.

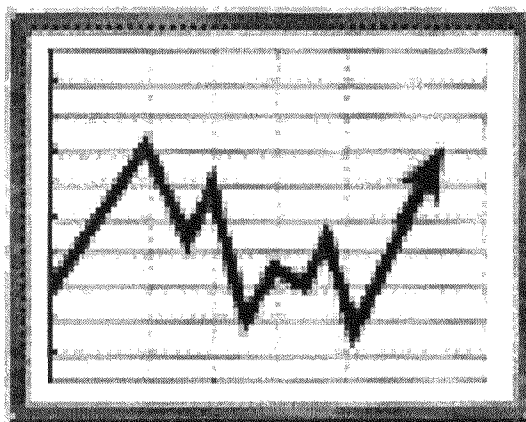
B. SAMPLE OF PROACTIVE MEASURES

The EEOC guidelines include some examples of best practices for employers – proactive measures designed to reduce the likelihood of Title VII violations and address impediments to equal employment opportunity. These include:

- Strategies to recruit, hire, and promote with equal employment opportunity in mind by implementing practices designed to widen and diversify the pool of candidates considered for employment openings, including openings in upper-level management.
- Monitor for equal employment opportunity by conducting self-analyses to determine whether current employment practices disadvantage people of color, treat them differently, or leave uncorrected the effects of historical discrimination, which can be corrected through a plan of action.
- Establish practices that promote an inclusive culture in the workplace by instilling an environment of professionalism and respect for personal differences.
- Develop the potential of employees, supervisors, and executives with equal employment opportunity in mind by providing training and mentoring that provides workers of all backgrounds the opportunity, skill, experience, and information necessary to perform well and to ascend to upper-level jobs.
- Establish guidelines for using temporary, provisional, on-call, and part-time appointments to allow members of underutilized groups to gain experience and training and to facilitate their entry into the career service.
- Set up an applicant tracking system to trace the progress of applicants through the selection process in order to pinpoint particular selection components which may create barriers to equal employment opportunities.

**MULTNOMAH COUNTY
AFFIRMATIVE ACTION REPORT**

**COUNTYWIDE
REGULAR FULL-TIME/PART-TIME
EMPLOYEES**



**REPORTING PERIOD
JULY 1, 2006 – DECEMBER 31, 2006**

**Prepared by: Central HR Quality and Analytics
Prepared for: The Affirmative Action Office**

NOTICE TO THE READER

- This document is written to comply with § 60-2.25 internal audit and reporting requirements for affirmative action programs issued by the Office of Federal Contract Compliance.
- This document is prepared for internal use to evaluate the organizations performance in assuring equal employment opportunity, measure accomplishments and determine where further challenges exist.
- Nothing in this document should be interpreted or assumed to have identified discriminatory practices in whole or in part of the organization's employment practices. Terms such as availability, underutilization, statistical significances, and targeted goals are terms used by compliance agencies and may or may not reflect the current employment status of the organization.
- Due to departmental and sectional restructuring, organizational reporting lines and staffing assignments may not have occurred within SAP for the downloaded information to be current within this report. Thus, some of the data may not reflect the current structure or staffing for an operating unit.
- The layout of this report is as follows:
 - ✓ Key Findings – narrative summation of information contained in the document.
 - ✓ Department Analysis
 - ✓ Workforce Analysis
 - ✓ Job Group Analysis
 - ✓ Utilization Analysis
 - ✓ Goals
 - ✓ Personnel Action Summaries

Questions related to this report should be forwarded to:
Robert Phillips, Affirmative Action Office or call (503) 988-4377.

Key Findings

KEY FINDINGS

Regular Full-time & Part-time Employee Information Reporting Period 0706_1206

- Multnomah County has a total of 4,448 regular full-time/part-time employees, of which – 1,747 (39.28%) are males, 2,701 (60.72%) females, and 932 (20.95%) are minorities.
- Multnomah County percentages compare favorably with both the population and workforce percentages – Males (County – 39.3, Population – 49.7, and Labor Force – 54.6); Females (County – 60.7, Population – 50.8, and Labor Force – 45.4); and Minorities (County – 20.9, Population – 21.7, and Labor Force – 18.6).
- For specific racial comparisons, Multnomah County's workforce percentage compared to both the population and workforce percentage is as follows: Blacks (County – 6.8, Population – 5.1, and Labor Force – 2.4); Whites (County – 79.1, Population – 78.3, and Labor Force – 81.4); Asians (County – 5.3, Population – 6.0, and Labor Force 5.1); Hispanic (County – 6.4, Population – 7.4, and Labor Force – 8.2); and Indians (County – 0.8, Population – 0.9, and Labor Force – 0.8).
- Multnomah County has 79 staffed units, of which 64 (81.01%) are staffed with Minorities; 74 (93.67%) are staffed with Females; 50 (63.29%) are staffed with Blacks; 48 (60.76%) with Asians; 46 (52.23%) with Hispanics; and 22 (27.85%) with Indians.
- From the 79 staffed units, 50 have (10 or more employees) with a diversity make up as follows – Minorities make up 48 (96.0%); Females 50 (100.0%); Blacks 40 (80.0%); Asians 44 (88.0%); Hispanics 40 (80.0%); and Indians 19 (38.0%) of the staffing units.
- The MCSO-Corrections Unit has the largest number of employees with 519 (11.69%) of the total workforce and the ADS-Public Guardian, DCM-Office of Org'l Learning, DCS-CommSvcs EmergMgmt, DCS-Environmental Comp, each have the lowest with 1 (0.2%).
- Underutilization, using the 80% Rule, exist in job group categories as follows:

<u>Protected Group</u>	<u># of Categories</u>
Blacks	3
Asians	5
Native Americans	15
Hispanic	6
Total Minorities	3
Females	5

- Statistical significant underutilization is identified for females within the Mid-Level Health Professionals, Entry-Level Officials, and Entry-Level Craft job groups, and for Native Americans within the Senior Level Professionals, Mid-Level Management, Entry Level Officials, and Entry Level Support job groups based on current utilization and workforce availability comparisons.
- A total of 117 hirings occurred during the covered period, of which – 40 (34.19%) were males, 77 (65.81%) females, and 33 (28.21%) were minorities. Note: The County's percentage was above labor force availability for both females and minorities, representing positive recruitment efforts.
- A total of 183 employees terminated their employment with Multnomah County during the covered period. From this group, males accounted for 84 (45.90%), females 99 (54.10%), and minorities 39 (21.31%) of the terminations. Note: The numbers of terminations were greater than the numbered hired for all groups.
- The three major reasons employees left Multnomah County were due to other employment, other voluntary resignation and layoff/position eliminated.
- The three major reasons minorities left the organization were due to other employment other voluntary resignation and layoff/position eliminated.

- Goals to be set and information on goal performance is contained in the report.
- The majority of employees in Multnomah County, work in the Professionals job group (1,843), the lowest number is in the Services job group (62).

NOTE:

Special recruitment efforts should occur within the following **EEO categories** due to zero (0) utilization:

- Officials & Administrators job group has zero Native Americans

Department Analysis

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Department Analysis

Page 1 of 6

Department Code & Title		Count	Total Emp	Min		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
					Ind								
				#	%								%
7020	MCSO - Corrections	1	519	82	15.80	120	23.12	44	8.48	10	1.93	22	4.24
				2	0.39								
2065	HD - ICS	2	477	164	34.38	388	81.34	25	5.24	38	7.97	89	18.66
				1	0.21								
5015	Library - Community Services	3	268	37	13.81	206	76.87	2	0.75	11	4.10	12	4.48
				1	0.37								
2070	HD - CHS	4	238	78	32.77	182	76.47	17	7.14	21	8.82	30	12.61
				6	2.52								
8015	ADS - Long Term Care	5	178	28	15.73	134	75.28	9	5.06	11	6.18	8	4.49
				0	0.00								
7015	MCSO - Support	6	169	21	12.43	108	63.91	9	5.33	7	4.14	3	1.78
				0	0.00								
5010	Library - Central Library	7	165	15	9.09	110	66.67	3	1.82	6	3.64	3	1.82
				2	1.21								
6035	DCM - Information Systems	8	151	21	13.91	78	51.66	3	1.99	15	9.93	2	1.32
				0	0.00								
3035	DCJ - ACJ/Supervision	9	147	39	26.53	92	62.59	22	14.97	6	4.08	9	6.12
				1	0.68								
6080	DCM - Assessment & Taxation	10	132	27	20.45	76	57.58	7	5.30	11	8.33	2	1.52
				3	2.27								
1020	DCHS - Behavioral Health	11	131	24	18.32	89	67.94	8	6.11	2	1.53	11	8.40
				2	1.53								
4045	DCS - Transportation	12	131	23	17.56	19	14.50	3	2.29	7	5.34	8	6.11
				4	3.05								
7010	MCSO - Enforcement	13	97	8	8.25	12	12.37	0	0.00	3	3.09	5	5.15
				0	0.00								
1015	DHS - Developmtl Disabilities	14	93	27	29.03	71	76.34	13	13.98	5	5.38	6	6.45

Department Analysis

Department Code & Title		Count	Total Emp	Min		Ind #	Fem #	Blk		Asi		His	
				#	%			#	%	#	%	#	%
						2	2.15						
2030	Health - ICS Corrections Health	15	91	12	13.19	69	75.82	4	4.40	1	1.10	3	3.30
						1	1.10						
6070	DCM - Facilities	16	89	12	13.48	23	25.84	5	5.62	2	2.25	2	2.25
						0	0.00						
8020	ADS - Community Services	17	86	11	12.79	66	76.74	6	6.98	2	2.33	3	3.49
						0	0.00						
3055	DCJ - JCJ/Couns & Court Svcs	18	85	32	37.65	56	65.88	19	22.35	4	4.71	7	8.24
						2	2.35						
3030	DCJ - ACJ/Central Proc Svcs	19	83	12	14.46	64	77.11	4	4.82	3	3.61	2	2.41
						2	2.41						
9020	DA - Family Justice	20	77	9	11.69	64	83.12	4	5.19	4	5.19	1	1.30
						0	0.00						
3040	DCJ - ACJ/Sanctions & Services	21	75	22	29.33	47	62.67	8	10.67	3	4.00	7	9.33
						2	2.67						
9010	DA - Felony Court	22	70	7	10.00	41	58.57	2	2.86	3	4.29	2	2.86
						0	0.00						
5020	Library - Support Services	23	68	7	10.29	48	70.59	1	1.47	1	1.47	2	2.94
						0	0.00						
G100	DSCP - Schools & Comm Prtship	24	64	27	42.19	49	76.56	16	25.00	4	6.25	6	9.38
						0	0.00						
3050	DCJ - JCJ/Custody Services	25	62	26	41.94	24	38.71	13	20.97	9	14.52	3	4.84
						1	1.61						
6075	DCM - Finance	26	53	13	24.53	39	73.58	3	5.66	8	15.09	2	3.77
						0	0.00						
6090	DCM - FREDS	27	47	12	25.53	9	19.15	3	6.38	1	2.13	6	12.77
						1	2.13						
2020	Health - ICS SBC N'hood Health	28	45	6	13.33	40	88.89	2	4.44	1	2.22	2	4.44
						0	0.00						
4005	DCS - Animal Control	29	43	2	4.65	32	74.42	0	0.00	0	0.00	1	2.33
						1	2.33						

Department Analysis

Department Code & Title		Count	Total Emp	Min		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind									
				#	%	#	%	#	%	#	%	#	%
2005	Health - Business Services	30	42	19	45.24	28	66.67	9	21.43	3	7.14	5	11.90
				1	2.38								
2075	HD - CHP3	31	40	13	32.50	29	72.50	3	7.50	4	10.00	4	10.00
				0	0.00								
9015	DA - Misdemeanor Court	32	34	6	17.65	20	58.82	2	5.88	0	0.00	2	5.88
				0	0.00								
5025	Library - Outreach Services	33	28	0	0.00	22	78.57	0	0.00	0	0.00	0	0.00
				0	0.00								
6300	Office of County Attorney	34	27	2	7.41	20	74.07	0	0.00	1	3.70	1	3.70
				0	0.00								
3072	DCJ - JSD Treatment Svcs	35	26	9	34.62	15	57.69	3	11.54	4	15.38	2	7.69
				0	0.00								
1040	DCHS - Verity (MHO)	36	20	7	35.00	15	75.00	1	5.00	4	20.00	2	10.00
				0	0.00								
6020	DCM - Human Resources	37	20	8	40.00	15	75.00	5	25.00	2	10.00	1	5.00
				0	0.00								
9005	DA - Office Administration	38	18	8	44.44	14	77.78	3	16.67	4	22.22	1	5.56
				0	0.00								
1030	DCHS - Operations & Support Srv	39	17	4	23.53	8	47.06	1	5.88	2	11.76	1	5.88
				0	0.00								
3020	DCJ - Business Services	40	16	4	25.00	14	87.50	2	12.50	1	6.25	1	6.25
				0	0.00								
4030	DCS - Elections	41	15	3	20.00	9	60.00	2	13.33	1	6.67	0	0.00
				0	0.00								
6040	DCM - Risk Management	42	14	3	21.43	13	92.86	1	7.14	0	0.00	0	0.00
				1	7.14								
1025	DHS - School Based Health	43	14	3	21.43	11	78.57	2	14.29	1	7.14	0	0.00
				0	0.00								
6025	DCM - Directors Office	44	13	2	15.38	8	61.54	0	0.00	1	7.69	1	7.69
				0	0.00								
5005	Library - Director's Office	45	13	1	7.69	11	84.62	0	0.00	1	7.69	0	0.00

Department Analysis

Department Code & Title		Count	Total Emp	Min		Ind #	%	Fem		Blk		Asi		His	
				#	%			#	%	#	%	#	%	#	%
						0	0.00								
4015	DCS - Land Use Planning	46	11	0	0.00	4	36.36	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00								
9025	DA - Office of Med Examiner	47	10	1	10.00	3	30.00	0	0.00	1	10.00	0	0.00	0	0.00
						0	0.00								
3060	DCJ - ICJ/Family Court Svcs	48	10	1	10.00	8	80.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00								
6030	DCM - Budget and Quality	49	10	3	30.00	5	50.00	1	10.00	2	20.00	0	0.00	0	0.00
						0	0.00								
2025	Health - Regulatory Health	50	10	2	20.00	6	60.00	0	0.00	2	20.00	0	0.00	0	0.00
						0	0.00								
1000	DCHS - Director's Office	51	8	2	25.00	8	100.00	1	12.50	0	0.00	1	12.50	0	0.00
						0	0.00								
3045	DCJ - Juv Comm Justice Mgmt	52	8	0	0.00	4	50.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00								
7005	MCSO - Executive Office	53	8	2	25.00	3	37.50	1	12.50	0	0.00	1	12.50	0	0.00
						0	0.00								
A115	CHR - MCCFC	54	6	0	0.00	4	66.67	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00								
3025	DCJ - Adult Comm Justice Mgmt	55	6	1	16.67	3	50.00	1	16.67	0	0.00	0	0.00	0	0.00
						0	0.00								
3015	DCJ - Employee & Community Dev	56	6	2	33.33	4	66.67	0	0.00	0	0.00	1	16.67	0	0.00
						1	16.67								
3082	DCJ - Human Resources	57	6	2	33.33	5	83.33	1	16.67	1	16.67	0	0.00	0	0.00
						0	0.00								
2000	Health - Director's Office	58	6	2	33.33	6	100.00	2	33.33	0	0.00	0	0.00	0	0.00
						0	0.00								
8005	ADS - Director's Office	59	5	3	60.00	3	60.00	1	20.00	2	40.00	0	0.00	0	0.00
						0	0.00								
A110	CHR - Public Affairs Office	60	5	1	20.00	2	40.00	0	0.00	1	20.00	0	0.00	0	0.00
						0	0.00								

Department Analysis

Department Code & Title		Count	Total Emp	Min		Ind #	%	Fem		Blk		Asi		His	
				#	%			#	%	#	%	#	%	#	%
3005	DCJ - Director's Office	61	5	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
7025	MCSO - Professional Standards	62	5	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00	0	0.00
A100	CHR - Chair's Office	63	4	3	75.00	1	25.00	1	25.00	0	0.00	0	0.00	0	0.00
1035	DCHS - Human Resources	64	4	3	75.00	3	75.00	2	50.00	1	25.00	0	0.00	0	0.00
4055	DCS - CommSvcs DirectorOfc	65	4	3	75.00	2	50.00	2	50.00	0	0.00	1	25.00	0	0.00
3080	DCJ - Research & Evaluation	66	3	1	33.33	3	100.00	0	0.00	0	0.00	0	0.00	0	0.00
E510	ND - Tax Supervising	67	3	1	33.33	2	66.67	0	0.00	0	0.00	0	0.00	0	0.00
3074	DCJ - Training & Volunteer Svcs	68	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
4065	DCS - CommSvcs Housing	69	2	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
8030	ADS - Public Guardian	70	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9000	DA - Executive Office	71	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6050	DCM - Office of Org'l Learning	72	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
4060	DCS - CommSvcs EmergMgmt	73	1	1	100.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
4016	DCS - Environmental Comp	74	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
B200	ND - County Auditor's Office	75	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
D400	ND - County Commissioner District 1	76	1	1	100.00	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00

Department Analysis

Department Code & Title		Count	Total Emp		Min		Fem		Blk		Asi		His	
					#	%	#	%	#	%	#	%	#	%
							Ind							
							#	%						
D405	ND - County Commissioner District 2	77	1	1	100.00		1	100.00	0	0.00	0	0.00	1	100.00
							0	0.00						
D410	ND - County Commissioner District 3	78	1	0	0.00		1	100.00	0	0.00	0	0.00	0	0.00
							0	0.00						
D415	ND - County Commissioner District 4	79	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
							0	0.00						
Employment Totals:		4,448	932	20.95			2,701	60.72	303	6.81	238	5.35	286	6.43
							39	0.88						

Department Totals:

Total Staffed Departments:	79		Total Staffed Departments (10 or more employees) :	50	
Number of Staffed Departments with Min:	64	81.01	Number of (10+) Staffed Departments with Min:	48	96.00
Number of Staffed Departments with Fem:	74	93.67	Number of (10+) Staffed Departments with Fem:	50	100.00
Number of Staffed Departments with Blk:	50	63.29	Number of (10+) Staffed Departments with Blk:	40	80.00
Number of Staffed Departments with Asi:	48	60.76	Number of (10+) Staffed Departments with Asi:	44	88.00
Number of Staffed Departments with His:	46	58.23	Number of (10+) Staffed Departments with His:	40	80.00
Number of Staffed Departments with Ind:	22	27.85	Number of (10+) Staffed Departments with Ind:	19	38.00

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, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Job Group Analysis Summary by EEO Category

Page 1 of 1

EEO		Total Emp	Min		Ind # %	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
1	Officials & Administrators	218	43	19.72	0	119	54.59	18	8.26	12	5.50	11	5.05
						0	0.00						
2	Professionals	1,843	346	18.77	15	1,213	65.82	132	7.16	102	5.53	74	4.02
						15	0.81						
3	Technicians	294	66	22.45	2	202	68.71	15	5.10	24	8.16	18	6.12
						2	0.68						
4	Protective Service Workers	595	108	18.15	4	122	20.50	57	9.58	19	3.19	28	4.71
						4	0.67						
5	Paraprofessionals	769	193	25.10	8	541	70.35	29	3.77	42	5.46	92	11.96
						8	1.04						
6	Administrative Support	577	147	25.48	6	487	84.40	44	7.63	32	5.55	56	9.71
						6	1.04						
7	Skilled Workers	90	16	17.78	2	1	1.11	3	3.33	2	2.22	7	7.78
						2	2.22						
8	Service	62	13	20.97	2	16	25.81	5	8.06	5	8.06	0	0.00
						2	3.23						
Group Total:		4,448	932	20.95	39	2,701	60.72	303	6.81	238	5.35	286	6.43
						39	0.88						

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Job Group Analysis Summary by Job Group

Page 1 of 2

Job Group & Name		EEO	Total Emp	Min		Fem		Blk		Asi		His			
				#	%	#	%	#	%	#	%	#	%		
						Ind									
				#	%	#	%	#	%	#	%	#	%		
1A	Executive Management	1	22	8	36.36	0	0.00	13	59.09	3	13.64	2	9.09	2	9.09
1B	Mid Level Management	1	177	33	18.64	0	0.00	98	55.37	14	7.91	10	5.65	8	4.52
1C	Entry Level Management	1	19	2	10.53	0	0.00	8	42.11	1	5.26	0	0.00	1	5.26
2A	Senior Level Professionals	2	612	113	18.46	2	0.33	360	58.82	44	7.19	32	5.23	22	3.59
2B	Mid Level Professionals	2	895	182	20.34	9	1.01	595	66.48	75	8.38	52	5.81	40	4.47
2B1	Mid Level Health Professionals	2	233	38	16.31	4	1.72	185	79.40	10	4.29	14	6.01	8	3.43
2C	Entry Level Professionals	2	103	13	12.62	0	0.00	73	70.87	3	2.91	4	3.88	4	3.88
3A	Senior Level Technician	3	107	17	15.89	0	0.00	60	56.07	4	3.74	7	6.54	3	2.80
3B	Mid Level Technician	3	127	32	25.20	2	1.57	93	73.23	8	6.30	8	6.30	12	9.45
3C	Entry Level Technician	3	60	17	28.33	0	0.00	49	81.67	3	5.00	9	15.00	3	5.00
4A	Senior Level Management	4	11	1	9.09	0	0.00	2	18.18	0	0.00	0	0.00	1	9.09
4B	Mid Level Management	4	122	37	30.33	1	0.82	34	27.87	17	13.93	11	9.02	8	6.56
4C	Entry Level Official	4	462	70	15.15	3	0.65	86	18.61	40	8.66	8	1.73	19	4.11

Job Group Analysis Summary by Job Group

Page 2 of 2

Job Group & Name		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
5A	Senior/ Mid Level Support	5	156	49	31.41	2	100	64.10	15	9.62	9	5.77	20	12.82
								1.28						
5B	Entry Level Support	5	613	144	23.49	6	441	71.94	14	2.28	33	5.38	72	11.75
								0.98						
6A	Senior Level Clerical	6	32	2	6.25	0	26	81.25	0	0.00	2	6.25	0	0.00
								0.00						
6B	Mid Level Clerical	6	274	58	21.17	2	230	83.94	23	8.39	15	5.47	17	6.20
								0.73						
6C	Entry Level Clerical	6	271	87	32.10	4	231	85.24	21	7.75	15	5.54	39	14.39
								1.48						
7A	Senior/Mid Level Craft	7	22	3	13.64	1	0	0.00	0	0.00	0	0.00	2	9.09
								4.55						
7B	Entry Level Craft	7	68	13	19.12	1	1	1.47	3	4.41	2	2.94	5	7.35
								1.47						
8A	Senior/ Mid Level Maintenance	8	19	7	36.84	1	8	42.11	2	10.53	4	21.05	0	0.00
								5.26						
8B	Entry Level Maintenance	8	43	6	13.95	1	8	18.60	3	6.98	1	2.33	0	0.00
								2.33						
Group Total:		4,448		932	20.95	39	2,701	60.72	303	6.81	238	5.35	286	6.43
								0.88						

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Job Group Analysis

Page 1 of 36

Job Group 1A Executive Management

Job Code & Title	EEO	Total Emp	Min		Ind # %	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
5001 COUNTY CHAIR	1	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
5004 SHERIFF	1	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0								
5010 COUNTY COMMISSIONER	1	5	3	60.00	0	3	60.00	0	0.00	0	0.00	2	40.00
					0								
5053 DISTRICT ATTORNEY	1	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0								
9064 CHIEF DEPUTY MEDICAL EXAMINER	1	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0								
9510 COUNTY ATTORNEY	1	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
					0								
9520 MEDICAL DIRECTOR	1	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
					0								
9530 EMS MEDICAL DIRECTOR	1	1	1	100.00	0	0	0.00	0	0.00	1	100.00	0	0.00
					0								
9610 DEPARTMENT DIRECTOR 1	1	4	3	75.00	0	3	75.00	2	50.00	1	25.00	0	0.00
					0								
9613 DEPARTMENT DIRECTOR 2	1	3	0	0.00	0	2	66.67	0	0.00	0	0.00	0	0.00
					0								
9744 MENTAL HEALTH DIRECTOR	1	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0								
9776 LIBRARY ADMINISTRATOR/BRANCH	1	1	1	100.00	0	1	100.00	1	100.00	0	0.00	0	0.00
					0								

Job Group Analysis

Page 2 of 36

Job Group 1A Executive Management

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%	#	#	%	#	%	#	%	#	%
9810 CHIEF FINANCIAL OFFICER	1	1	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
Group Total:		22	8	36.36	13	59.09		3	13.64	2	9.09	2	9.09
					0	0.00							

Page 3 of 36

Job Code & Title		EEO	Total Emp	Min		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
						Ind #	%						
6035	ALARM ORDINANCE UNIT ADMIN	1	2	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00
						0	0.00						
6211	RIGHT-OF-WAY PERMITS SPECIALIST	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9336	FINANCE MANAGER	1	8	0	0.00	3	37.50	0	0.00	0	0.00	0	0.00
						0	0.00						
9357	PHARMACY SERVICES MANAGER	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9360	PROGRAM MANAGER 2	1	39	8	20.51	23	58.97	3	7.69	4	10.26	1	2.56
						0	0.00						
9362	PROGRAM MANAGER/SENIOR	1	20	6	30.00	11	55.00	2	10.00	1	5.00	3	15.00
						0	0.00						
9453	IT MANAGER 2	1	10	1	10.00	5	50.00	0	0.00	1	10.00	0	0.00
						0	0.00						
9454	IT MANAGER/SENIOR	1	4	0	0.00	2	50.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9455	CHIEF INFORMATION OFFICER	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9550	HEALTH OFFICER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9620	COMMUNITY JUSTICE MANAGER	1	50	12	24.00	23	46.00	7	14.00	2	4.00	3	6.00
						0	0.00						
9621	HUMAN RESOURCES MANAGER 2	1	10	4	40.00	7	70.00	2	20.00	2	20.00	0	0.00
						0	0.00						
9625	CHIEF DEPUTY	1	2	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9665	ELECTIONS ADMINISTRATOR	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
9666	ELECTIONS MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 1B Mid Level Management

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His		
			#	%		#	%	#	%	#	%	#	%	
					0	0.00								
9668 HUMAN RESOURCES DIRECTOR	1	2	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9671 ENGINEERING SERVICES MANAGER 1	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9672 ENGINEERING SERVICES MANAGER 2	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9694 HEALTH SERVICES MANAGER	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9695 HEALTH SERVICES MANAGER/SENIOR	1	2	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9698 HEALTH SERVICES DEVELOPMENT ADMINISTRATOR	1	2	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9763 ASSESSMENT MANAGER/SENIOR	1	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9777 LIBRARY ADMINISTRATOR/CENTRAL	1	4	1	25.00	3	75.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9780 LIBRARY MANAGER/BRANCH	1	5	0	0.00	5	100.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
9782 LIBRARY MANAGER/SENIOR	1	6	1	16.67	6	100.00	0	0.00	0	0.00	0	0.00	1	16.67
					0	0.00								
9790 PUBLIC RELATIONS COORDINATOR	1	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00								
Group Total:		177	33	18.64	98	55.37	14	7.91	10	5.65	8	4.52		
					0	0.00								

Job Group Analysis

Job Group 1C Entry Level Management

Job Code & Title		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
9452	IT MANAGER 1	1	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
						0	0	0.00						
9627	CAPTAIN	1	9	0	0.00	3	3	33.33	0	0.00	0	0.00	0	0.00
						0	0	0.00						
9715	HUMAN RESOURCES MANAGER 1	1	8	2	25.00	5	5	62.50	1	12.50	0	0.00	1	12.50
						0	0	0.00						
Group Total:			19	2	10.53	8	8	42.11	1	5.26	0	0.00	1	5.26
						0	0	0.00						

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His		
			#	%		#	%	#	%	#	%	#	%	
1096 TAX SUPR/BUDGET ANALYST	2	2	1	50.00	1	50.00	2	100.00	0	0.00	0	0.00	0	0.00
6022 PROGRAM COORDINATOR	2	11	3	27.27	0	0.00	10	90.91	2	18.18	0	0.00	1	9.09
6031 CONTRACT SPECIALIST SENIOR	2	2	1	50.00	0	0.00	2	100.00	0	0.00	1	50.00	0	0.00
6032 FINANCE SPECIALIST/SENIOR	2	9	2	22.22	0	0.00	7	77.78	0	0.00	1	11.11	1	11.11
6055 BUSINESS ANALYST/SENIOR	2	9	1	11.11	0	0.00	7	77.78	1	11.11	0	0.00	0	0.00
6063 PROJECT MANAGER- REPRESENTED	2	2	0	0.00	0	0.00	2	100.00	0	0.00	0	0.00	0	0.00
6078 PLANNER/SENIOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6079 APPRAISAL DATA ANALYST SENIOR	2	5	1	20.00	1	20.00	1	20.00	0	0.00	0	0.00	0	0.00
6087 RESEARCH/EVALUATION ANALYST/SENIOR	2	2	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
6088 PROGRAM DEVELOPMENT SPEC/SR	2	21	1	4.76	0	0.00	14	66.67	1	4.76	0	0.00	0	0.00
6114 PROPERTY MANAGEMENT SPECIALIST/SENIOR	2	2	1	50.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
6198 IT BUSINESS CONSULTANT/SR	2	9	0	0.00	0	0.00	5	55.56	0	0.00	0	0.00	0	0.00
6200 PROGRAM COMMUNICATIONS & WEB SPEC/SR	2	5	0	0.00	0	0.00	3	60.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6254 DEPUTY DISTRICT ATTORNEY 4	2	15	1	6.67	0	4	26.67	0	0.00	1	6.67	0	0.00
					0	0	0.00						
6264 CORRECTIONS HEARINGS OFFICER	2	2	0	0.00	0	1	50.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6276 PROBATION/PAROLE OFFICER	2	133	26	19.55	0	76	57.14	14	10.53	4	3.01	7	5.26
					0	0	0.00						
6295 SOCIAL WORKER	2	18	5	27.78	0	12	66.67	3	16.67	0	0.00	2	11.11
					0	0	0.00						
6296 CASE MANAGER/SENIOR	2	49	11	22.45	0	36	73.47	7	14.29	3	6.12	1	2.04
					0	0	0.00						
6311 ENGINEER 3	2	4	1	25.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6365 MENTAL HEALTH CONSULTANT	2	111	20	18.02	0	80	72.07	9	8.11	5	4.50	6	5.41
					0	0	0.00						
6369 MARRIAGE AND FAMILY COUNSELOR	2	5	1	20.00	0	3	60.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6403 DESKTOP SUPPORT SPECIALIST	2	10	1	10.00	0	6	60.00	0	0.00	0	0.00	1	10.00
					0	0	0.00						
6406 DEVELOPMENT ANALYST/SENIOR	2	26	7	26.92	0	9	34.62	1	3.85	6	23.08	0	0.00
					0	0	0.00						
6407 DATABASE ADMINISTRATOR	2	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6408 DATABASE ADMINISTRATOR/SENIOR	2	8	1	12.50	0	4	50.00	0	0.00	1	12.50	0	0.00
					0	0	0.00						
6410 NETWORK ADMINISTRATOR/SENIOR	2	13	1	7.69	0	6	46.15	0	0.00	1	7.69	0	0.00
					0	0	0.00						

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6412 SYSTEMS ADMINISTRATOR/SENIOR	2	14	1	7.14		4	28.57	0	0.00	1	7.14	0	0.00
					0	0.00							
6414 SYSTEM ADMINISTRATOR	2	9	0	0.00		3	33.33	0	0.00	0	0.00	0	0.00
					0	0.00							
9005 ADMINISTRATIVE ANALYST/SENIOR	2	7	1	14.29		7	100.00	1	14.29	0	0.00	0	0.00
					0	0.00							
9007 CHAPLAIN	2	2	1	50.00		0	0.00	1	50.00	0	0.00	0	0.00
					0	0.00							
9043 RESEARCH/EVALUATION ANALYST/SENIOR NR	2	4	0	0.00		1	25.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9063 PROJECT MANAGER	2	2	1	50.00		0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9280 MANAGEMENT AUDITOR/SENIOR	2	1	0	0.00		1	100.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9390 DENTIST	2	16	6	37.50		11	68.75	0	0.00	4	25.00	0	0.00
					0	0.00							
9391 CLINICAL SUPERVISOR	2	1	0	0.00		1	100.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9430 DENTIST/SENIOR	2	4	1	25.00		2	50.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9440 ASST COUNTY ATTORNEY/SENIOR	2	7	0	0.00		4	57.14	0	0.00	0	0.00	0	0.00
					0	0.00							
9490 PHYSICIAN	2	36	7	19.44		14	38.89	0	0.00	3	8.33	2	5.56
					0	0.00							
9603 AA/EEO OFFICER	2	1	1	100.00		0	0.00	1	100.00	0	0.00	0	0.00
					0	0.00							
9607 ADMINISTRATIVE SERV OFFICER	2	4	0	0.00		3	75.00	0	0.00	0	0.00	0	0.00
					0	0.00							

Job Group Analysis

Job Group 2A Senior Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
9631 DEPUTY COUNTY ATTORNEY	2	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9649 COUNTY SURVEYOR	2	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9664 D A OPERATIONS MANAGER	2	1	0	0.00	1	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9710 MANAGEMENT ASSISTANT	2	5	1	20.00	3	3	60.00	1	20.00	0	0.00	0	0.00
					0	0	0.00						
9734 BUDGET ANALYST/PRINCIPAL	2	3	0	0.00	1	1	33.33	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9746 VETERINARIAN	2	1	0	0.00	1	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9748 HUMAN RESOURCES ANALYST/SENIOR	2	11	6	54.55	7	7	63.64	2	18.18	1	9.09	1	9.09
					0	0	0.00						
9773 CATALOGING ADMINISTRATOR	2	1	0	0.00	1	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9786 LIBRARY SUPPORT SERVICES ADMIN	2	1	0	0.00	1	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9798 PRINCIPAL INVESTIGATOR	2	4	1	25.00	1	1	25.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
Group Total:			612	113	18.46	360	58.82	44	7.19	32	5.23	22	3.59
					2	0.33							

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6015 CONTRACT SPECIALIST	2	16	6	37.50	14	87.50		3	18.75	2	12.50	0	0.00
					1	6.25							
6021 PROGRAM DEVELOPMENT SPEC	2	56	10	17.86	42	75.00		6	10.71	1	1.79	3	5.36
					0	0.00							
6026 BUDGET ANALYST	2	5	1	20.00	3	60.00		1	20.00	0	0.00	0	0.00
					0	0.00							
6030 FINANCE SPECIALIST 2	2	32	13	40.63	23	71.88		1	3.13	7	21.88	5	15.63
					0	0.00							
6033 ADMINISTRATIVE ANALYST	2	9	1	11.11	8	88.89		0	0.00	0	0.00	1	11.11
					0	0.00							
6042 PROPERTY APPRAISER REAL 2	2	25	4	16.00	7	28.00		1	4.00	1	4.00	1	4.00
					0	0.00							
6050 PROPERTY APPRAISER PERSONAL 2	2	3	0	0.00	1	33.33		0	0.00	0	0.00	0	0.00
					0	0.00							
6051 PROPERTY APPRAISER 1	2	5	0	0.00	2	40.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6057 BUSINESS ANALYST	2	1	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6075 PLANNER	2	5	0	0.00	1	20.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6076 TRANSPORTATION PLANNING SPECIALIST	2	1	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6083 HOUSING DEVELOPMENT SPECIALIST	2	2	0	0.00	1	50.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6086 RESEARCH/EVALUATION ANALYST 2	2	10	2	20.00	8	80.00		0	0.00	1	10.00	0	0.00
					1	10.00							
6089 PUBLIC AFFAIRS COORDINATOR	2	3	0	0.00	1	33.33		0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title			EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
					#	%		#	%	#	%	#	%	#	%
6103	HUMAN RESOURCES ANALYST 2	2	7	1	14.29	0	0.00	6	85.71	1	14.29	0	0.00	0	0.00
6111	BUYER 2	2	8	1	12.50	0	0.00	5	62.50	0	0.00	1	12.50	0	0.00
6194	IT BUSINESS CONSULTANT	2	5	2	40.00	0	0.00	5	100.00	1	20.00	0	0.00	0	0.00
6236	ENGINEER 2	2	3	1	33.33	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00
6251	DEPUTY DISTRICT ATTORNEY 1	2	15	3	20.00	0	0.00	6	40.00	2	13.33	0	0.00	0	0.00
6252	DEPUTY DISTRICT ATTORNEY 2	2	27	4	14.81	0	0.00	15	55.56	2	7.41	0	0.00	2	7.41
6253	DEPUTY DISTRICT ATTORNEY 3	2	27	3	11.11	0	0.00	13	48.15	0	0.00	3	11.11	0	0.00
6263	VOLUNTEER COORDINATOR	2	1	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
6268	CORRECTIONS COUNSELOR	2	44	10	22.73	0	0.00	25	56.82	6	13.64	2	4.55	2	4.55
6272	JUVENILE COUNSELOR	2	49	18	36.73	2	4.08	32	65.31	10	20.41	2	4.08	4	8.16
6282	DEPUTY MEDICAL EXAMINER	2	5	0	0.00	0	0.00	1	20.00	0	0.00	0	0.00	0	0.00
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	ADDICTION SPECIALIST	2	13	7	53.85	1	7.69	6	46.15	2	15.38	0	0.00	4	30.77
6292	DEPUTY PUBLIC GUARDIAN	2	4	0	0.00	0	0.00	3	75.00	0	0.00	0	0.00	0	0.00

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6297 CASE MANAGER 2	2	115	26	22.61	1	87	75.65	11	9.57	8	6.96	5	4.35
					0	0.87							
6298 CASE MANAGER 1	2	43	8	18.60	0	34	79.07	4	9.30	3	6.98	1	2.33
					0	0.00							
6305 FAMILY INTERVENTION SPECIALIST	2	22	13	59.09	0	16	72.73	8	36.36	2	9.09	3	13.64
					0	0.00							
6344 BASIC SKILLS EDUCATOR	2	6	1	16.67	1	5	83.33	0	0.00	0	0.00	0	0.00
					0	16.67							
6405 DEVELOPMENT ANALYST	2	12	5	41.67	0	8	66.67	0	0.00	5	41.67	0	0.00
					0	0.00							
6409 NETWORK ADMINISTRATOR	2	10	3	30.00	0	5	50.00	1	10.00	2	20.00	0	0.00
					0	0.00							
7222 LIBRARIAN	2	78	1	1.28	0	65	83.33	1	1.28	0	0.00	0	0.00
					0	0.00							
7223 LIBRARY OUTREACH SPECIALIST	2	9	0	0.00	0	6	66.67	0	0.00	0	0.00	0	0.00
					0	0.00							
9006 ADMINISTRATIVE ANALYST	2	4	0	0.00	0	3	75.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9140 ROAD OPERATIONS SUPERVISOR	2	4	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9146 PLANNER/PRINCIPAL	2	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9190 ASST COUNTY ATTORNEY 2	2	3	1	33.33	0	2	66.67	0	0.00	0	0.00	1	33.33
					0	0.00							
9202 MCSO CORRECTIONS PROGRAM ADMIN	2	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9335 FINANCE SUPERVISOR	2	13	3	23.08	0	7	53.85	1	7.69	1	7.69	0	0.00
					0	0.00							

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
9361 PROGRAM SUPERVISOR	2	77	13	16.88	53	68.83		4	5.19	5	6.49	3	3.90
					1	1.30							
9451 IT SUPERVISOR	2	3	0	0.00	1	33.33		0	0.00	0	0.00	0	0.00
					0	0.00							
9615 PROGRAM MANAGER 1	2	52	12	23.08	34	65.38		5	9.62	3	5.77	3	5.77
					0	0.00							
9640 MCSO VOLUNTEER PROGRAM COORDINATOR	2	2	0	0.00	2	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
9647 LIEUTENANT/CORRECTIONS	2	9	2	22.22	4	44.44		2	22.22	0	0.00	0	0.00
					0	0.00							
9670 HUMAN RESOURCES ANALYST 2	2	12	4	33.33	9	75.00		2	16.67	1	8.33	1	8.33
					0	0.00							
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	1	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	1	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
9697 NUTRITIONIST SUPERVISOR	2	3	0	0.00	3	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
9705 LIEUTENANT	2	2	0	0.00	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00							
9730 BUDGET ANALYST/SENIOR	2	4	2	50.00	3	75.00		0	0.00	2	50.00	0	0.00
					0	0.00							
9732 RECORDS ADMINISTRATOR	2	1	0	0.00	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00							

Job Group Analysis

Job Group 2B Mid Level Professionals

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
9784 LIBRARY SUPERVISOR	2	18	1	5.56		14	77.78	0	0.00	0	0.00	1	5.56
					0	0.00							
9789 TEAM DEVELOPER/LIBRARY	2	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
9792 ACCESS SERVICES ADMINISTRATOR	2	2	0	0.00		1	50.00	0	0.00	0	0.00	0	0.00
					0	0.00							
Group Total:		895	182	20.34		595	66.48	75	8.38	52	5.81	40	4.47
					9	1.01							

Job Group Analysis

Job Group 2B1 Mid Level Health Professionals

Job Code & Title		EEO	Total Emp	Min		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
				Ind									
				#	%								
6036	CLINICAL COORDINATOR	2	2	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
				0	0.00								
6315	COMMUNITY HEALTH NURSE	2	188	25	13.30	166	88.30	7	3.72	9	4.79	6	3.19
				1	0.53								
6340	NUTRITIONIST	2	4	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
				0	0.00								
6352	HEALTH EDUCATOR	2	9	4	44.44	5	55.56	3	33.33	0	0.00	0	0.00
				1	11.11								
6356	ENVIRONMENTAL HEALTH SPECIALIST	2	15	5	33.33	3	20.00	0	0.00	2	13.33	1	6.67
				2	13.33								
6358	ENVIRONMENTAL HEALTH SPECIALIST SR	2	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
				0	0.00								
9062	ENVIRONMENTAL HEALTH SUPERVISOR	2	1	1	100.00	0	0.00	0	0.00	1	100.00	0	0.00
				0	0.00								
9355	PHARMACIST	2	13	2	15.38	6	46.15	0	0.00	1	7.69	1	7.69
				0	0.00								
Group Total:			233	38	16.31	185	79.40	10	4.29	14	6.01	8	3.43
				4	1.72								

Page 16 of 36

Job Code & Title		EEO	Total Emp	Min		Fem		Blk		Asi		His			
				#	%	#	%	#	%	#	%	#	%		
						Ind #	%								
6016	FACILITIES SPECIALIST 3	2	24	5	20.83	0	0.00	6	25.00	1	4.17	0	0.00	2	8.33
6017	FACILITIES SPECIALIST 2	2	2	1	50.00	0	0.00	1	50.00	0	0.00	1	50.00	0	0.00
6102	HUMAN RESOURCES ANALYST 1	2	4	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
6235	ENGINEER 1 (INTERN)	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
6314	NURSE PRACTITIONER	2	43	2	4.65	0	0.00	40	93.02	0	0.00	0	0.00	2	4.65
6316	PHYSICIAN ASSISTANT	2	2	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
6335	LABORATORY SPECIALIST	2	6	0	0.00	0	0.00	4	66.67	0	0.00	0	0.00	0	0.00
7207	GRAPHIC DESIGNER	2	1	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
7232	PRODUCTION/GRAPHIC DESIGN	2	1	1	100.00	0	0.00	0	0.00	0	0.00	1	100.00	0	0.00
9024	LAUNDRY SUPERVISOR	2	1	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
9041	RESEARCH/EVALUATION SUPERVISOR	2	7	1	14.29	0	0.00	7	100.00	0	0.00	1	14.29	0	0.00
9055	LAW CLERK	2	1	1	100.00	0	0.00	1	100.00	0	0.00	1	100.00	0	0.00
9060	ASST COUNTY ATTORNEY 1	2	2	0	0.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
9080	HUMAN RESOURCES ANALYST 1	2	8	2	25.00	0	0.00	7	87.50	2	25.00	0	0.00	0	0.00

Group Total:	103	13	12.62	73	70.87	3	2.91	4	3.88	4	3.88
				0	0.00						

Page 18 of 36

Job Code & Title		EEO	Total Emp	Min		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%
						Ind #	%						
1131	SERGEANT 3 *	3	8	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00						
1146	SERGEANT 3 LG14	3	5	1	20.00	1	20.00	0	0.00	1	20.00	0	0.00
						0	0.00						
6013	COMMUNITY INFORMATION SPEC	3	5	1	20.00	5	100.00	0	0.00	0	0.00	1	20.00
						0	0.00						
6084	WEATHERIZATION INSPECTOR	3	3	1	33.33	1	33.33	0	0.00	0	0.00	0	0.00
						0	0.00						
6113	PROPERTY MANAGEMENT SPECIALIST	3	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
6119	PHARMACY TECHNICIAN	3	13	2	15.38	13	100.00	0	0.00	2	15.38	0	0.00
						0	0.00						
6143	ELECTRONIC TECHNICIAN	3	4	1	25.00	0	0.00	0	0.00	0	0.00	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	ENGINEERING TECHNICIAN 3	3	10	0	0.00	2	20.00	0	0.00	0	0.00	0	0.00
						0	0.00						
6234	TRANSPORTATION PROJECT SPECIALIST	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	11	91.67	0	0.00	0	0.00	0	0.00
						0	0.00						
6402	SYSTEM OPERATOR/SENIOR	3	3	0	0.00	2	66.67	0	0.00	0	0.00	0	0.00
						0	0.00						
6404	DESKTOP SUPPORT SPECIALIST/SENIOR	3	12	2	16.67	5	41.67	1	8.33	0	0.00	1	8.33
						0	0.00						
6451	A&T TECHNICIAN 2	3	25	8	32.00	18	72.00	3	12.00	4	16.00	0	0.00

Job Group Analysis

Job Group 3A Senior Level Technician

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
					0	0.00							
6456 DATA ANALYST/SENIOR	3	2	1	50.00	1	50.00		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:		107	17	15.89	60	56.07		4	3.74	7	6.54	3	2.80
					0	0.00							

Job Group Analysis

Job Group 3B Mid Level Technician

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6019 INFORMATION & REFERRAL SPECIALIST	3	15	9	60.00		14	93.33	1	6.67	2	13.33	6	40.00
					0	0.00							
6066 ANIMAL HEALTH TECHNICIAN	3	3	0	0.00		3	100.00	0	0.00	0	0.00	0	0.00
					0	0.00							
6073 DATA ANALYST	3	6	0	0.00		6	100.00	0	0.00	0	0.00	0	0.00
					0	0.00							
6082 CARTOGRAPHER	3	4	2	50.00		0	0.00	0	0.00	0	0.00	0	0.00
					1	25.00							
6091 SURVEY SPECIALIST	3	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							
6155 ALARM TECHNICIAN	3	5	0	0.00		1	20.00	0	0.00	0	0.00	0	0.00
					0	0.00							
6232 ENGINEERING TECHNICIAN 2	3	14	3	21.43		0	0.00	1	7.14	0	0.00	2	14.29
					0	0.00							
6286 PATHOLOGIST ASSISTANT	3	3	1	33.33		1	33.33	0	0.00	1	33.33	0	0.00
					0	0.00							
6303 LICENSED COMM PRACTICAL NURSE	3	15	1	6.67		14	93.33	0	0.00	0	0.00	1	6.67
					0	0.00							
6336 X-RAY TECHNICIAN	3	2	1	50.00		1	50.00	0	0.00	1	50.00	0	0.00
					0	0.00							
6346 DENTAL ASSISTANT/EFDA	3	21	9	42.86		21	100.00	4	19.05	2	9.52	3	14.29
					0	0.00							
6348 DENTAL HYGIENIST	3	9	2	22.22		9	100.00	0	0.00	2	22.22	0	0.00
					0	0.00							
6450 A&T TECHNICIAN 1	3	28	4	14.29		23	82.14	2	7.14	0	0.00	0	0.00
					1	3.57							
7209 PRINTING SPECIALIST	3	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
					0	0.00							

Job Group Analysis

Group Total:	127	32	25.20	93	73.23	8	6.30	8	6.30	12	9.45
			2	1.57							

Job Group Analysis

Job Group 3C Entry Level Technician

Job Code & Title		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
6029	FINANCE SPECIALIST 1	3	32	7	21.88	27	84.38		0	0.00	6	18.75	1	3.13
						0	0.00							
6085	RESEARCH/EVALUATION ANALYST 1	3	7	4	57.14	6	85.71		2	28.57	1	14.29	1	14.29
						0	0.00							
6231	ENGINEERING TECHNICIAN 1	3	1	0	0.00	0	0.00		0	0.00	0	0.00	0	0.00
						0	0.00							
6333	LABORATORY TECHNICIAN	3	8	2	25.00	5	62.50		0	0.00	0	0.00	0	0.00
						0	0.00							
6347	DENTAL ASSISTANT	3	10	4	40.00	10	100.00		1	10.00	2	20.00	1	10.00
						0	0.00							
6354	ENVIRONMENTAL HEALTH TRAINEE	3	2	0	0.00	1	50.00		0	0.00	0	0.00	0	0.00
						0	0.00							
Group Total:			60	17	28.33	49	81.67		3	5.00	9	15.00	3	5.00
						0	0.00							

Job Group Analysis

Job Group 4A Senior Level Management

Job Code & Title		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
6256	CIVIL DEPUTY/SENIOR	4	2	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00							
6259	CIVIL DEPUTY	4	9	1	11.11		2	22.22	0	0.00	0	0.00	1	11.11
						0	0.00							
Group Total:			11	1	9.09		2	18.18	0	0.00	0	0.00	1	9.09
						0	0.00							

Job Group Analysis

Job Group 4B Mid Level Management

Job Code & Title		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
1136	DEPUTY SHERIFF 3 LG14	4	15	1	6.67		1	6.67	0	0.00	0	0.00	1	6.67
						0		0.00						
1150	DEPUTY SHERIFF 3 LG20	4	4	0	0.00		1	25.00	0	0.00	0	0.00	0	0.00
						0		0.00						
4055	CORRECTIONS SERGEANT	4	44	9	20.45		13	29.55	5	11.36	1	2.27	3	6.82
						0		0.00						
6273	JUVENILE CUSTODY SERVICES SPEC	4	58	26	44.83		19	32.76	12	20.69	10	17.24	3	5.17
						1		1.72						
6359	NUISANCE ENFORCEMENT OFFICER	4	1	1	100.00		0	0.00	0	0.00	0	0.00	1	100.00
						0		0.00						
Group Total:			122	37	30.33		34	27.87	17	13.93	11	9.02	8	6.56
						1		0.82						

Job Group Analysis

Job Group 4C Entry Level Official

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
1122 DEPUTY SHERIFF 2 *	4	8	1	12.50	0	1	12.50	0	0.00	1	12.50	0	0.00
					0		0.00						
1123 DEPUTY SHERIFF 3 *	4	38	4	10.53	0	3	7.89	0	0.00	1	2.63	3	7.89
					0		0.00						
2025 DEPUTY SHERIFF	4	4	0	0.00	0	1	25.00	0	0.00	0	0.00	0	0.00
					0		0.00						
2029 CORRECTIONS OFFICER	4	402	59	14.68	2	78	19.40	35	8.71	6	1.49	16	3.98
					2		0.50						
6267 COMMUNITY WORKS LEADER	4	10	6	60.00	1	3	30.00	5	50.00	0	0.00	0	0.00
					1		10.00						
Group Total:			462	70	15.15	86	18.61	40	8.66	8	1.73	19	4.11
					3		0.65						

Job Group Analysis

Job Group 5A Senior/ Mid Level Support

Job Code & Title	EEO	Total Emp	Min		Ind # %	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6005 ADMINISTRATIVE SECRETARY	5	19	3	15.79	17	89.47		1	5.26	0	0.00	1	5.26
					0	0.00							
6011 CONTRACT TECHNICIAN	5	1	0	0.00	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6020 PROGRAM DEVELOPMENT TECH	5	18	8	44.44	16	88.89		2	11.11	3	16.67	2	11.11
					1	5.56							
6024 DISEASE INTERVENTION SPECIALIST	5	7	3	42.86	5	71.43		2	28.57	0	0.00	1	14.29
					0	0.00							
6025 A&T COLLECTION SPECIALIST	5	2	0	0.00	1	50.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6047 COMMUNITY HEALTH SPECIALIST 2	5	35	24	68.57	23	65.71		5	14.29	3	8.57	14	40.00
					1	2.86							
6054 ADMINISTRATIVE ASSISTANT	5	6	1	16.67	4	66.67		1	16.67	0	0.00	0	0.00
					0	0.00							
6104 INVENTORY/STORES SPECIALIST III	5	2	0	0.00	0	0.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6107 EQUIPMENT/PROPERTY TECHNICIAN	5	34	5	14.71	15	44.12		2	5.88	1	2.94	1	2.94
					0	0.00							
6247 VICTIM ADVOCATE	5	7	1	14.29	7	100.00		1	14.29	0	0.00	0	0.00
					0	0.00							
6248 BACKGROUND INVESTIGATOR	5	2	0	0.00	2	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6249 D.A INVESTIGATOR	5	6	1	16.67	3	50.00		0	0.00	1	16.67	0	0.00
					0	0.00							
6280 INVESTIGATIVE TECHNICIAN	5	1	0	0.00	1	100.00		0	0.00	0	0.00	0	0.00
					0	0.00							
6285 JUVENILE COUNSELING ASSISTANT	5	2	2	100.00	0	0.00		1	50.00	1	50.00	0	0.00

Job Group Analysis

Job Group 5A Senior/ Mid Level Support

			Min		Fem		Blk		Asi		His		
			#	%	#	%	#	%	#	%	#	%	
Job Code & Title		EEO	Total Emp			Ind #	%						
6452	A&T TECHNICIAN SENIOR	5	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
9720	OPERATIONS ADMINISTRATOR	5	13	1	7.69	5	38.46	0	0.00	0	0.00	1	7.69
Group Total:			156	49	31.41	100	64.10	15	9.62	9	5.77	20	12.82
						2	1.28						

Job Group Analysis

Job Group 5B Entry Level Support

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6012 CLINIC MEDICAL ASSISTANT	5	39	21	53.85	0	33	84.62	1	2.56	1	2.56	19	48.72
						0	0.00						
6045 TAX EXEMPTION SPECIALIST	5	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
6067 ANIMAL CONTROL OFFICER	5	11	2	18.18	1	7	63.64	0	0.00	0	0.00	1	9.09
						1	9.09						
6112 BUYER-1	5	7	4	57.14	0	7	100.00	2	28.57	1	14.29	1	14.29
						0	0.00						
6116 RECORDS ADMINISTRATION ASST	5	1	1	100.00	0	0	0.00	1	100.00	0	0.00	0	0.00
						0	0.00						
6157 JUVENILE RECORDS TECHNICIAN	5	5	0	0.00	0	5	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						
6258 FACILITY SECURITY OFFICER	5	47	10	21.28	0	18	38.30	1	2.13	2	4.26	3	6.38
						0	0.00						
6266 CORRECTIONS TECHNICIAN	5	58	15	25.86	2	44	75.86	3	5.17	4	6.90	5	8.62
						2	3.45						
6293 HEALTH ASSISTANT 1	5	13	6	46.15	0	9	69.23	0	0.00	1	7.69	5	38.46
						0	0.00						
6294 HEALTH ASSISTANT 2	5	24	17	70.83	0	22	91.67	0	0.00	2	8.33	14	58.33
						0	0.00						
6300 ELIGIBILITY SPECIALIST	5	13	6	46.15	0	11	84.62	1	7.69	2	15.38	3	23.08
						0	0.00						
6342 NUTRITION ASSISTANT	5	19	13	68.42	0	18	94.74	2	10.53	3	15.79	8	42.11
						0	0.00						
6401 SYSTEMS OPERATOR	5	6	0	0.00	0	4	66.67	0	0.00	0	0.00	0	0.00
						0	0.00						
6455 A&T ADMINISTRATIVE ASSISTANT	5	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
						0	0.00						

Page 29 of 36

Job Code & Title		EEO	Total Emp	Min		Fem		Blk		Asi		His			
				#	%	#	%	#	%	#	%	#	%		
7202	LIBRARY CLERK	5	149	25	16.78	0	0.00	117	78.52	3	2.01	7	4.70	12	8.05
7203	LIBRARY PAGE	5	126	20	15.87	3	2.38	78	61.90	0	0.00	7	5.56	1	0.79
7208	PUBLICATION SPECIALIST	5	1	0	0.00	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00
7211	LIBRARY ASSISTANT	5	88	4	4.55	0	0.00	61	69.32	0	0.00	3	3.41	0	0.00
9634	ADMINISTRATIVE SECRETARY/NR	5	4	0	0.00	0	0.00	4	100.00	0	0.00	0	0.00	0	0.00
Group Total:			613	144	23.49	6	0.98	441	71.94	14	2.28	33	5.38	72	11.75

Job Group Analysis

Job Group 6A Senior Level Clerical

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
6003 CLERICAL UNIT SUPERVISOR	6	8	1	12.50	0	6	75.00	0	0.00	1	12.50	0	0.00
					0	0	0.00						
6074 DATA TECHNICIAN	6	3	0	0.00	0	3	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6097 FAC MAINT DISPATCH/SCHEDULER	6	5	0	0.00	0	3	60.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6151 MCSO RECORDS SUPERVISOR	6	6	1	16.67	0	4	66.67	0	0.00	1	16.67	0	0.00
					0	0	0.00						
6241 LEGAL ASSISTANT/SENIOR	6	7	0	0.00	0	7	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6322 HEALTH INFORMATION TECHNICIAN/SENIOR	6	2	0	0.00	0	2	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9015 BOARD CLERK	6	1	0	0.00	0	1	100.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
Group Total:		32	2	6.25		26	81.25	0	0.00	2	6.25	0	0.00
						0	0.00						

Job Group Analysis

Job Group 6B Mid Level Clerical

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
3005 TAX SUPR/ADMIN OFFICER	6	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6002 OFFICE ASSISTANT/SENIOR	6	149	33	22.15	135	90.60	12	8.05	6	4.03	14	9.40	
					1	0.67							
6027 FINANCE TECHNICIAN	6	19	9	47.37	15	78.95	3	15.79	2	10.53	3	15.79	
					1	5.26							
6101 HUMAN RESOURCES TECHNICIAN	6	4	1	25.00	3	75.00	1	25.00	0	0.00	0	0.00	
					0	0.00							
6150 MCSO RECORDS TECHNICIAN	6	49	6	12.24	37	75.51	3	6.12	2	4.08	0	0.00	
					0	0.00							
6246 LEGAL ASSISTANT	6	13	0	0.00	12	92.31	0	0.00	0	0.00	0	0.00	
					0	0.00							
6453 A&T DATA VERIFICATION OPERATOR	6	5	3	60.00	5	100.00	1	20.00	2	40.00	0	0.00	
					0	0.00							
7230 PRODUCTION ASSISTANT	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	
					0	0.00							
9025 OPERATIONS SUPERVISOR	6	14	2	14.29	11	78.57	1	7.14	1	7.14	0	0.00	
					0	0.00							
9061 HUMAN RESOURCES TECHNICIAN	6	1	0	0.00	1	100.00	0	0.00	0	0.00	0	0.00	
					0	0.00							
9692 HEALTH OPERATIONS SUPERVISOR	6	18	4	22.22	10	55.56	2	11.11	2	11.11	0	0.00	
					0	0.00							
Group Total:		274	58	21.17	230	83.94	23	8.39	15	5.47	17	6.20	
					2	0.73							

Page 32 of 36

Job Code & Title		EEO	Total Emp	Min		Ind		Fem		Blk		Asi		His	
				#	%	#	%	#	%	#	%	#	%		
6001	OFFICE ASSISTANT 2	6	250	80	32.00	4	1.60	213	85.20	19	7.60	13	5.20	38	15.20
6299	CASE MANAGEMENT ASSISTANT	6	10	3	30.00	0	0.00	8	80.00	1	10.00	1	10.00	1	10.00
6321	HEALTH INFORMATION TECHNICIAN	6	9	2	22.22	0	0.00	9	100.00	1	11.11	1	11.11	0	0.00
8000	TEMPORARY WORKER	6	2	2	100.00	0	0.00	1	50.00	0	0.00	0	0.00	0	0.00
Group Total:			271	87	32.10	4	1.48	231	85.24	21	7.75	15	5.54	39	14.39

Job Group Analysis

Job Group 7A Senior/Mid Level Craft

Job Code & Title	EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
			#	%		#	%	#	%	#	%	#	%
3105 SIGN FABRICATOR	7	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6149 CARPENTER/LOCKSMITH	7	3	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6177 MAINTENANCE SPECIALIST 2	7	5	2	40.00	0	0	0.00	0	0.00	0	0.00	1	20.00
					1	0	0.00						
6182 FLEET MAINTENANCE TECHNICIAN 3	7	9	1	11.11	0	0	0.00	0	0.00	0	0.00	1	11.11
					0	0	0.00						
6355 VECTOR CONTROL SPECIALIST	7	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9623 BRIDGE MAINTENANCE SUPERVISOR	7	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
Group Total:		22	3	13.64	0	0	0.00	0	0.00	0	0.00	2	9.09
					1	0	4.55						

Job Group Analysis

Job Group 7B Entry Level Craft

Job Code & Title	EEO	Total Emp	Min		Ind	Fem		Blk		Asi		His	
			#	%	#	#	%	#	%	#	%	#	%
3061 ELECTRICIAN	7	8	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6060 BRIDGE MAINTENANCE MECHANIC	7	8	3	37.50	0	0	0.00	0	0.00	2	25.00	1	12.50
					0	0	0.00						
6093 CHEMICAL APPLICATOR OPERATOR	7	6	3	50.00	0	0	0.00	1	16.67	0	0.00	0	0.00
					0	0	0.00						
6100 LIGHTING TECHNICIAN	7	3	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6121 HVAC ENGINEER	7	12	2	16.67	0	0	0.00	2	16.67	0	0.00	0	0.00
					0	0	0.00						
6147 CARPENTER	7	8	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
6176 MAINTENANCE SPECIALIST 1	7	18	3	16.67	1	1	5.56	0	0.00	0	0.00	2	11.11
					1	1	5.56						
6180 FLEET MAINTENANCE TECHNICIAN 2	7	2	2	100.00	0	0	0.00	0	0.00	0	0.00	2	100.00
					0	0	0.00						
6181 BODY AND FENDER TECHNICIAN	7	2	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
9689 FLEET MAINTENANCE SUPERVISOR	7	1	0	0.00	0	0	0.00	0	0.00	0	0.00	0	0.00
					0	0	0.00						
Group Total:			68	13	19.12	1	1.47	3	4.41	2	2.94	5	7.35
					1	1	1.47						

Job Group Analysis

Job Group 8A Senior/ Mid Level Maintenance

Job Code & Title		EEO	Total Emp	Min		Ind # %	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
6065	ANIMAL CARE TECHNICIAN	8	7	0	0.00		7	100.00	0	0.00	0	0.00	0	0.00
						0	0.00							
6092	MAINTENANCE WORKER	8	4	2	50.00		0	0.00	1	25.00	1	25.00	0	0.00
						0	0.00							
6094	FACILITIES MAINTENANCE WORKER	8	1	1	100.00		0	0.00	1	100.00	0	0.00	0	0.00
						0	0.00							
6096	MAINTENANCE SPECIALIST/SENIOR	8	5	3	60.00		0	0.00	0	0.00	2	40.00	0	0.00
						1	20.00							
6110	INVENTORY/STORES SPECIALIST II	8	1	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
						0	0.00							
6245	SEWING SPECIALIST	8	1	1	100.00		1	100.00	0	0.00	1	100.00	0	0.00
						0	0.00							
Group Total:			19	7	36.84		8	42.11	2	10.53	4	21.05	0	0.00
						1	5.26							

Job Group Analysis

Job Group 8B Entry Level Maintenance

Job Code & Title		EEO	Total Emp	Min		Ind #	Fem		Blk		Asi		His	
				#	%		#	%	#	%	#	%	#	%
6059	BRIDGE OPERATOR	8	10	1	10.00		1	10.00	1	10.00	0	0.00	0	0.00
						0	0.00							
6062	ANIMAL CARE AIDE	8	4	0	0.00		4	100.00	0	0.00	0	0.00	0	0.00
						0	0.00							
6069	ANIMAL CONTROL AIDE	8	2	0	0.00		0	0.00	0	0.00	0	0.00	0	0.00
						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	INVENTORY/STORES SPECIALIST I	8	5	2	40.00		0	0.00	1	20.00	0	0.00	0	0.00
						1	20.00							
6124	DRIVER	8	12	2	16.67		1	8.33	1	8.33	0	0.00	0	0.00
						0	0.00							
6125	MOTOR POOL ATTENDANT	8	2	1	50.00		0	0.00	0	0.00	1	50.00	0	0.00
						0	0.00							
6175	MAINTENANCE SPECIALIST APPRENTICE	8	4	0	0.00		2	50.00	0	0.00	0	0.00	0	0.00
						0	0.00							
Group Total:			43	6	13.95		8	18.60	3	6.98	1	2.33	0	0.00
						1	2.33							

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.

July 1, 2006 - December 31, 2006_All Regular

Page 1 of 41

Top-level

Top-level

Top-level

Top-level

[illegible]

Page 2 of 41

Top-level

Department: 7010 MCSO - Enforcement

			MALE										FEMALE								
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Tot Min
9705	LIEUTENANT	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	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	0	0	0
9627	CAPTAIN	N/A	1	3	3	3	0	0	0	0	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	0	0	0	0
6259	CIVIL DEPUTY	N/A	4	9	7	7	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1
6256	CIVIL DEPUTY/SENIOR	N/A	4	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6182	FLEET MAINTENANCE TECHNICIAN 3	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6035	ALARM ORDINANCE UNIT ADMIN	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
2029	CORRECTIONS OFFICER	N/A	4	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2025	DEPUTY SHERIFF	N/A	4	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
1150	DEPUTY SHERIFF 3 LG20	N/A	4	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
1146	SERGEANT 3 LG14	N/A	3	4	3	2	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1
1136	DEPUTY SHERIFF 3 LG14	N/A	4	11	11	10	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
1131	SERGEANT 3 *	N/A	3	7	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1123	DEPUTY SHERIFF 3 *	N/A	4	37	34	30	0	1	3	0	0	0	3	3	0	0	0	0	0	0	4

Workforce Analysis by Departments

Page 3 of 41

1122	DEPUTY SHERIFF 2 *	N/A	4	8	7	6	0	1	0	0	0	0	1	1	0	0	0	0	0	1
Total:			97	85	78	0	3	4	0	0	0	0	12	11	0	0	1	0	0	8

Department: 7015 MCSO - Support

Reports to: 7005 MCSO - Executive Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9670	HUMAN RESOURCES ANALYST 2	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9452	IT MANAGER 1	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9451	IT SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	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	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	3	1	0	1	0	0	0	0	0	2	2	0	0	0	0	0	0	1		
9360	PROGRAM MANAGER 2	N/A	1	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
9202	MCSO CORRECTIONS PROGRAM ADMIN	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9080	HUMAN RESOURCES ANALYST 1	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9043	RESEARCH/EVALUATION ANALYST/SENIOR NR	N/A	2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9024	LAUNDRY SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6414	SYSTEM ADMINISTRATOR	N/A	2	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6412	SYSTEMS ADMINISTRATOR/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6404	DESKTOP SUPPORT SPECIALIST/SENIOR	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6280	INVESTIGATIVE TECHNICIAN	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6268	CORRECTIONS COUNSELOR	N/A	2	19	11	9	1	1	0	0	0	0	8	7	0	0	1	0	0	0	3		
6266	CORRECTIONS TECHNICIAN	N/A	5	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
6248	BACKGROUND INVESTIGATOR	N/A	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6245	SEWING SPECIALIST	N/A	8	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6151	MCSO RECORDS SUPERVISOR	N/A	6	6	2	2	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1		
6150	MCSO RECORDS TECHNICIAN	N/A	6	49	12	8	1	2	0	0	0	1	37	35	2	0	0	0	0	0	6		
6112	BUYER 1	N/A	5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6107	EQUIPMENT/PROPERTY TECHNICIAN	N/A	5	34	19	18	0	0	1	0	0	0	15	11	2	1	0	0	0	1	5		

Workforce Analysis by Departments

Page 4 of 41

6102	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6035	ALARM ORDINANCE UNIT ADMIN	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6033	ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6032	FINANCE SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6030	FINANCE SPECIALIST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6029	FINANCE SPECIALIST 1	N/A	3	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6027	FINANCE TECHNICIAN	N/A	6	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	6	0	0	0	0	0	0	0	0	6	6	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	7	1	1	0	0	0	0	0	0	6	4	1	1	0	0	0	2
1131	SERGEANT 3 *	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			169	61	53	3	3	1	0	0	1	108	95	6	4	2	0	0	1	21

Department: 7020 MCSO - Corrections

Reports to: 7005 MCSO - Executive Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9647	LIEUTENANT/CORRECTIONS	N/A	2	8	4	3	1	0	0	0	0	0	4	3	1	0	0	0	0	0	0	2				
9627	CAPTAIN	N/A	1	4	2	2	0	0	0	0	0	0	2	2	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	0	0	0	0	0				
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0				
6268	CORRECTIONS COUNSELOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6266	CORRECTIONS TECHNICIAN	N/A	5	4	3	1	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	2				
6264	CORRECTIONS HEARINGS OFFICER	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0				
6258	FACILITY SECURITY OFFICER	N/A	5	47	29	24	1	1	2	0	0	1	18	13	0	1	1	0	0	3	10					
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0				
4055	CORRECTIONS SERGEANT	N/A	4	43	31	24	4	1	2	0	0	0	12	10	1	0	1	0	0	0	9					
2029	CORRECTIONS OFFICER	N/A	4	400	322	273	31	5	12	1	0	0	78	68	4	1	4	1	0	0	59					
1136	DEPUTY SHERIFF 3 LG14	N/A	4	4	3	3	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0				
1123	DEPUTY SHERIFF 3 *	N/A	4	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Total:			519	399	335	38	8	16	1	0	1	120	102	6	2	6	1	0	3	82						

Workforce Analysis by Departments

Page 5 of 41

Department: 7025 MCSO - Professional Standards

Reports to: 7005 MCSO - Executive Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9627	CAPTAIN	N/A	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
4055	CORRECTIONS SERGEANT	N/A	4	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
1150	DEPUTY SHERIFF 3 LG20	N/A	4	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1146	SERGEANT 3 LG14	N/A	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Department: 9000 DA - Executive Office

Top-level

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
5053	DISTRICT ATTORNEY	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Department: 9005 DA - Office Administration

Reports to: 9000 DA - Executive Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9670	HUMAN RESOURCES ANALYST 2	N/A	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9664	D A OPERATIONS MANAGER	N/A	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9452	IT MANAGER 1	N/A	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9451	IT SUPERVISOR	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9335	FINANCE SUPERVISOR	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6409	NETWORK ADMINISTRATOR	N/A	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6405	DEVELOPMENT ANALYST	N/A	2	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6404	DESKTOP SUPPORT SPECIALIST/SENIOR	N/A	3	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
6241	LEGAL ASSISTANT/SENIOR	N/A	6	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6112	BUYER 1	N/A	5	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1

Workforce Analysis by Departments

Page 6 of 41

6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6029	FINANCE SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	4	0	0	0	0	0	0	0	0	4	2	2	0	0	0	0	0	2
6001	OFFICE ASSISTANT 2	N/A	6	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
Total:			18	4	4	0	0	0	0	0	0	0	14	6	3	4	1	0	0	0	8

Department: 9010 DA - Felony Court

Reports to: 9000 DA - Executive Office

			MALE										FEMALE										Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O				
9445	D A INVESTIGATOR/CHIEF	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9025	OPERATIONS SUPERVISOR	N/A	6	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0
6254	DEPUTY DISTRICT ATTORNEY 4	N/A	2	9	8	8	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	12	7	5	0	2	0	0	0	5	4	0	1	0	0	0	0	0	0	3	3
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	17	9	7	1	0	1	0	0	8	7	1	0	0	0	0	0	0	0	3	3
6249	D A INVESTIGATOR	N/A	5	3	2	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
6246	LEGAL ASSISTANT	N/A	6	7	1	1	0	0	0	0	0	6	6	0	0	0	0	0	0	0	0	0	0
6241	LEGAL ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	10	0	0	0	0	0	0	0	10	10	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	8	1	1	0	0	0	0	0	7	6	0	0	1	0	0	0	0	1	1	1
Total:			70	29	25	1	2	1	0	0	0	41	38	1	1	1	0	0	0	0	7	7	7

Department: 9015 DA - Misdemeanor Court

Reports to: 9000 DA - Executive Office

			MALE										FEMALE										Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O				
9025	OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	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	0	0	0	0	0	0
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	3	2	2	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	3	1	0	0	0	1	0	0	2	2	0	0	0	0	0	0	0	0	1	1
6251	DEPUTY DISTRICT ATTORNEY 1	N/A	2	12	9	7	1	0	0	0	1	3	2	1	0	0	0	0	0	0	0	3	3
6241	LEGAL ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	9	0	0	0	0	0	0	0	9	7	0	0	1	0	0	1	2	2	2	2

Workforce Analysis by Departments

Page 7 of 41

Total: 34 14 11 1 0 1 0 0 1 20 17 1 0 1 0 0 0 1 6

Department: 9020 DA - Family Justice

Reports to: 9000 DA - Executive Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9025	OPERATIONS SUPERVISOR	N/A	6	3	1	1	0	0	0	0	0	0	2	2	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	0	0	0	0		
6406	DEVELOPMENT ANALYST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6305	FAMILY INTERVENTION SPECIALIST	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6254	DEPUTY DISTRICT ATTORNEY 4	N/A	2	4	1	1	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1		
6253	DEPUTY DISTRICT ATTORNEY 3	N/A	2	12	5	5	0	0	0	0	0	0	7	7	0	0	0	0	0	0	0		
6252	DEPUTY DISTRICT ATTORNEY 2	N/A	2	7	2	2	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0		
6251	DEPUTY DISTRICT ATTORNEY 1	N/A	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6250	SUPPORT ENFORCEMENT AGENT	N/A	3	12	1	1	0	0	0	0	0	0	11	11	0	0	0	0	0	0	0		
6249	D.A INVESTIGATOR	N/A	5	3	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	1		
6247	VICTIM ADVOCATE	N/A	5	7	0	0	0	0	0	0	0	0	7	6	1	0	0	0	0	0	1		
6246	LEGAL ASSISTANT	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6241	LEGAL ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6002	OFFICE ASSISTANT/SENIOR	N/A	6	8	0	0	0	0	0	0	0	0	8	6	1	1	0	0	0	0	2		
6001	OFFICE ASSISTANT 2	N/A	6	11	0	0	0	0	0	0	0	0	11	8	2	0	1	0	0	0	3		
			Total:	77	13	12	0	1	0	0	0	0	64	56	4	3	1	0	0	0	9		

Department: 9025 DA - Office of Med Examiner

Reports to: 9000 DA - Executive Office

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

Workforce Analysis by Departments

Page 8 of 41

Department: A100 CHR - Chair's Office

Top-level

			MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min			
9610	DEPARTMENT DIRECTOR 1	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1			
8000	TEMPORARY WORKER	N/A	6	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1			
5010	COUNTY COMMISSIONER	N/A	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1			
5001	COUNTY CHAIR	N/A	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
Total:			4	3	0	1	0	0	0	0	2	1	1	0	0	0	0	0	0	3			

Department: 1000 DCHS - Director's Office

Reports to: A100 CHR - Chair's Office

			MALE										FEMALE										Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9615	PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1		
6063	PROJECT MANAGER - REPRESENTED	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
Total:			8	0	0	0	0	0	0	0	0	0	8	6	1	0	1	0	0	0	2		

Department: 1030 DCHS - Operations & Support Srv

Reports to: 1005 DHS - Business Services

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9361	PROGRAM SUPERVISOR	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9336	FINANCE MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9043	RESEARCH/EVALUATION ANALYST/SENIOR NR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6032	FINANCE SPECIALIST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6030	FINANCE SPECIALIST 2	N/A	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
6029	FINANCE SPECIALIST 1	N/A	3	3	2	1	0	1	0	0	0	0	1	1	0	0	0	0	0	0	1		

Workforce Analysis by Departments

Page 9 of 41

6015	CONTRACT SPECIALIST	N/A	2	6	0	0	0	0	0	0	0	0	6	5	1	0	0	0	0	0	1
6011	CONTRACT TECHNICIAN	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			17	9	6	0	2	1	0	0	0	0	8	7	1	0	0	0	0	0	4

Department: 1015 DHS - Developmtl Disabilities

Reports to: 1000 DCHS - Director's Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9615	PROGRAM MANAGER 1	N/A	2	5	2	0	0	1	1	0	0	0	3	2	1	0	0	0	0	0	3		
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
9063	PROJECT MANAGER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6322	HEALTH INFORMATION TECHNICIAN/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6297	CASE MANAGER 2	N/A	2	46	11	5	2	1	2	1	0	0	35	23	6	3	2	0	0	1	18		
6296	CASE MANAGER/SENIOR	N/A	2	6	1	1	0	0	0	0	0	0	5	3	2	0	0	0	0	0	2		
6295	SOCIAL WORKER	N/A	2	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1		
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	6	3	2	1	0	0	0	0	0	3	3	0	0	0	0	0	0	1		
6033	ADMINISTRATIVE ANALYST	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	7	1	1	0	0	0	0	0	0	6	6	0	0	0	0	0	0	0		
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1		
6001	OFFICE ASSISTANT 2	N/A	6	8	1	1	0	0	0	0	0	0	7	6	0	0	0	1	0	0	1		
			Total:	93	22	13	3	2	3	1	0	0	71	53	10	3	3	1	0	1	27		

Department: 1020 DCHS - Behavioral Health

Reports to: 1000 DCHS - Director's Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9744	MENTAL HEALTH DIRECTOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9615	PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	8	3	1	0	0	1	1	0	0	5	4	0	1	0	0	0	0	3		
9360	PROGRAM MANAGER 2	N/A	1	3	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1		

Workforce Analysis by Departments

Page 10 of 41

9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6365	MENTAL HEALTH CONSULTANT	N/A	2	72	21	18	1	0	2	0	0	0	51	47	1	1	2	0	0	0	7
6352	HEALTH EDUCATOR	N/A	2	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
6321	HEALTH INFORMATION TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
6291	ADDICTION SPECIALIST	N/A	2	12	6	2	1	0	2	1	0	0	6	3	1	0	2	0	0	0	7
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6074	DATA TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6030	FINANCE SPECIALIST 2	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	0	0	5	4	1	0	0	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	11	2	2	0	0	0	0	0	0	9	7	0	0	2	0	0	0	2
Total:			131	42	31	4	0	5	2	0	0	0	89	76	4	2	6	0	0	1	24

Department: 1025 DHS - School Based Health

Reports to: 1000 DCHS - Director's Office

			MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min			
6365	MENTAL HEALTH CONSULTANT	N/A	2	14	3	2	0	1	0	0	0	0	11	9	2	0	0	0	0	0	3		
Total:			14	3	2	0	1	0	0	0	0	11	9	2	0	0	0	0	0	0	3		

Department: 1035 DCHS - Human Resources

Reports to: 1000 DCHS - Director's Office

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

Workforce Analysis by Departments

Page 11 of 41

Department: 1040 DCHS - Verity (MHO)

Reports to: 1000 DCHS - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9615	PROGRAM MANAGER 1	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6365	MENTAL HEALTH CONSULTANT	N/A	2	9	1	0	1	0	0	0	0	8	5	0	2	1	0	0	0	4
6291	ADDICTION SPECIALIST	N/A	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6074	DATA TECHNICIAN	N/A	6	2	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6032	FINANCE SPECIALIST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	1	0	0	1	0	0	0	1	0	0	1	0	0	0	0	2
Total:			20	5	2	1	1	1	0	0	0	15	11	0	3	1	0	0	0	7

Department: 8005 ADS - Director's Office

Reports to: 1000 DCHS - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6029	FINANCE SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6026	BUDGET ANALYST	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total:			5	2	0	1	1	0	0	0	0	3	2	0	1	0	0	0	0	3

Department: 8015 ADS - Long Term Care

Reports to: 8005 ADS - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9615	PROGRAM MANAGER 1	N/A	2	6	3	3	0	0	0	0	0	3	3	0	0	0	0	0	0	0

Workforce Analysis by Departments

Page 12 of 41

9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9361	PROGRAM SUPERVISOR	N/A	2	8	4	3	0	0	1	0	0	0	4	4	0	0	0	0	0	1
9360	PROGRAM MANAGER 2	N/A	1	2	1	0	0	1	0	0	0	0	1	1	0	0	0	0	0	1
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6315	COMMUNITY HEALTH NURSE	N/A	2	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6300	ELIGIBILITY SPECIALIST	N/A	5	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6299	CASE MANAGEMENT ASSISTANT	N/A	6	7	2	2	0	0	0	0	0	0	5	3	0	1	1	0	0	2
6298	CASE MANAGER 1	N/A	2	16	3	2	0	1	0	0	0	0	13	11	1	1	0	0	0	3
6297	CASE MANAGER 2	N/A	2	46	10	7	2	1	0	0	0	0	36	33	0	3	0	0	0	6
6296	CASE MANAGER/SENIOR	N/A	2	34	9	7	0	2	0	0	0	0	25	21	4	0	0	0	0	6
6295	SOCIAL WORKER	N/A	2	6	4	3	0	0	1	0	0	0	2	1	1	0	0	0	0	2
6292	DEPUTY PUBLIC GUARDIAN	N/A	2	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0
6290	VETERANS SERVICES OFFICER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	5	2	1	0	0	1	0	0	0	3	3	0	0	0	0	0	1
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6013	COMMUNITY INFORMATION SPEC	N/A	3	5	0	0	0	0	0	0	0	0	5	4	0	0	1	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	5	0	0	0	0	0	0	0	0	5	4	0	0	1	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	19	1	1	0	0	0	0	0	0	18	14	1	1	2	0	0	4
Total:			178	44	34	2	5	3	0	0	0	0	134	116	7	6	5	0	0	28

Department: 8020 ADS - Community Services

Reports to: 8005 ADS - Director's Office

Job Code & Title			Grade	EEO	Tot	T	W	MALE						FEMALE						Tot Min	
								B	A	H	I	P	O	T	W	B	A	H	I		P
9361	PROGRAM SUPERVISOR	N/A	2	3	1	1	0	0	0	0	0	0	2	2	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	0	0	0	0
6315	COMMUNITY HEALTH NURSE	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6299	CASE MANAGEMENT ASSISTANT	N/A	6	3	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	1
6298	CASE MANAGER 1	N/A	2	27	6	6	0	0	0	0	0	0	21	16	3	1	1	0	0	0	5
6297	CASE MANAGER 2	N/A	2	23	7	7	0	0	0	0	0	0	16	14	1	0	1	0	0	0	2
6296	CASE MANAGER/SENIOR	N/A	2	9	3	2	0	0	1	0	0	0	6	4	1	1	0	0	0	0	3
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Workforce Analysis by Departments

Page 13 of 41

6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	10	0	0	0	0	0	0	0	0	10	10	0	0	0	0	0	0
Total:			86	20	19	0	0	1	0	0	0	0	66	56	6	2	2	0	0	11

Department: 8030 ADS - Public Guardian

Reports to: 8005 ADS - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			1	1	1	1	0	0	0	0	0	0	0	0	0	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	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9613	DEPARTMENT DIRECTOR 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1
Total:			6	0	0	0	0	0	0	0	0	0	6	4	2	0	0	0	0	0	2

Department: 2005 Health - Business Services

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1
9715	HUMAN RESOURCES MANAGER 1	N/A	1	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
9670	HUMAN RESOURCES ANALYST 2	N/A	2	2	1	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1

Workforce Analysis by Departments

Page 14 of 41

9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
9335	FINANCE SUPERVISOR	N/A	2	5	1	0	1	0	0	0	0	0	4	3	0	0	0	0	1	2
9080	HUMAN RESOURCES ANALYST 1	N/A	2	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	1
6200	PROGRAM COMMUNICATIONS & WEB N/A SPEC/SR		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6112	BUYER 1	N/A	5	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
6032	FINANCE SPECIALIST/SENIOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6030	FINANCE SPECIALIST 2	N/A	2	5	3	1	0	1	1	0	0	0	2	2	0	0	0	0	0	2
6029	FINANCE SPECIALIST 1	N/A	3	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6027	FINANCE TECHNICIAN	N/A	6	10	3	0	1	0	1	1	0	0	7	3	2	1	1	0	0	7
6015	CONTRACT SPECIALIST	N/A	2	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	2
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0
Total:			42	14	4	4	1	4	1	0	0	0	28	19	5	2	1	0	0	19

Department: 2020 Health - ICS SBC N'hood Health

Reports to: 2015 Health - Neighborhood Health

			MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min			
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9615	PROGRAM MANAGER 1	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	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	0	0	0			
6315	COMMUNITY HEALTH NURSE	N/A	2	12	1	1	0	0	0	0	0	11	8	1	0	1	0	0	1	3			
6314	NURSE PRACTITIONER	N/A	2	12	1	1	0	0	0	0	0	11	11	0	0	0	0	0	0	0			
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
6047	COMMUNITY HEALTH SPECIALIST 2	N/A	5	4	0	0	0	0	0	0	0	4	2	1	0	1	0	0	0	2			
6002	OFFICE ASSISTANT/SENIOR	N/A	6	12	1	1	0	0	0	0	0	11	10	0	1	0	0	0	0	1			
Total:			45	5	5	0	0	0	0	0	0	40	34	2	1	2	0	0	1	6			

Department: 2025 Health - Regulatory Health

Reports to: 2000 Health - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		

Workforce Analysis by Departments

Page 15 of 41

9694	HEALTH SERVICES MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9615	PROGRAM MANAGER 1	N/A	2	2	0	0	0	0	0	0	0	0	2	2	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	0	0	0
9530	EMS MEDICAL DIRECTOR	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	0	0	0	0	0	0	0	0	3	2	0	1	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	0	0	0
Total:			10	4	3	0	1	0	0	0	0	0	6	5	0	1	0	0	0	0	2

Department: 2030 Health - ICS Corrections Health

Reports to: 2000 Health - Director's Office

			MALE										FEMALE										Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9695	HEALTH SERVICES MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	2	1	0	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1		
9615	PROGRAM MANAGER 1	N/A	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1		
9490	PHYSICIAN	N/A	2	4	3	3	0	0	0	0	0	0	1	1	0	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	0	0	0		
9360	PROGRAM MANAGER 2	N/A	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9355	PHARMACIST	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6365	MENTAL HEALTH CONSULTANT	N/A	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6346	DENTAL ASSISTANT/EFDA	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6321	HEALTH INFORMATION TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6315	COMMUNITY HEALTH NURSE	N/A	2	51	10	10	0	0	0	0	0	0	41	39	0	1	0	0	0	1	2		
6314	NURSE PRACTITIONER	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6294	HEALTH ASSISTANT 2	N/A	5	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
6119	PHARMACY TECHNICIAN	N/A	3	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6027	FINANCE TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6012	CLINIC MEDICAL ASSISTANT	N/A	5	2	0	0	0	0	0	0	0	0	2	0	0	0	2	0	0	0	2		
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	OFFICE ASSISTANT 2	N/A	6	13	2	1	0	0	0	0	0	1	11	7	3	0	0	1	0	0	5		
Total:			91	22	19	1	0	0	0	0	2	69	60	3	1	3	1	0	1	12			

Workforce Analysis by Departments

Department: 2065 HD - ICS

Reports to: 2000 Health - Director's Office

			MALE										FEMALE								Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min
9720	OPERATIONS ADMINISTRATOR	N/A	5	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9697	NUTRITIONIST SUPERVISOR	N/A	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
9692	HEALTH OPERATIONS SUPERVISOR	N/A	6	11	4	4	0	0	0	0	0	0	7	5	1	1	0	0	0	0	2
9615	PROGRAM MANAGER 1	N/A	2	10	1	1	0	0	0	0	0	0	9	8	1	0	0	0	0	0	1
9520	MEDICAL DIRECTOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9490	PHYSICIAN	N/A	2	31	19	15	0	2	1	0	0	1	12	9	0	1	1	0	0	1	7
9430	DENTIST/SENIOR	N/A	2	3	1	1	0	0	0	0	0	0	2	1	0	0	0	0	0	1	1
9391	CLINICAL SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9390	DENTIST	N/A	2	16	5	4	0	0	0	0	0	1	11	6	0	4	0	0	0	1	6
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9361	PROGRAM SUPERVISOR	N/A	2	8	0	0	0	0	0	0	0	0	8	8	0	0	0	0	0	0	0
9360	PROGRAM MANAGER 2	N/A	1	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
9357	PHARMACY SERVICES MANAGER	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9355	PHARMACIST	N/A	2	11	5	4	0	0	1	0	0	0	6	5	0	1	0	0	0	0	2
9335	FINANCE SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9063	PROJECT MANAGER	N/A	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
6456	DATA ANALYST/SENIOR	N/A	3	2	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1
6352	HEALTH EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6348	DENTAL HYGIENIST	N/A	3	9	0	0	0	0	0	0	0	0	9	7	0	2	0	0	0	0	2
6347	DENTAL ASSISTANT	N/A	3	10	0	0	0	0	0	0	0	0	10	6	1	2	1	0	0	0	4
6346	DENTAL ASSISTANT/EFDA	N/A	3	20	0	0	0	0	0	0	0	0	20	11	4	2	3	0	0	0	9
6342	NUTRITION ASSISTANT	N/A	5	19	1	1	0	0	0	0	0	0	18	5	2	3	8	0	0	0	13
6340	NUTRITIONIST	N/A	2	4	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6336	X-RAY TECHNICIAN	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6335	LABORATORY SPECIALIST	N/A	2	6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0
6333	LABORATORY TECHNICIAN	N/A	3	8	3	2	0	0	0	0	0	1	5	4	0	0	0	0	0	1	2
6322	HEALTH INFORMATION TECHNICIAN/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6321	HEALTH INFORMATION TECHNICIAN	N/A	6	7	0	0	0	0	0	0	0	0	7	6	0	1	0	0	0	0	1
6316	PHYSICIAN ASSISTANT	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0

Page 17 of 41

Department: 2070 HD - CHS
Reports to: 2000 Health - Director's Office

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Workforce Analysis by Departments

Page 18 of 41

6358	ENVIRONMENTAL HEALTH SPECIALIST SR	N/A	2	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6356	ENVIRONMENTAL HEALTH SPECIALIST	N/A	2	15	12	9	0	2	0	1	0	0	3	1	0	0	1	1	0	5
6355	VECTOR CONTROL SPECIALIST	N/A	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	
6354	ENVIRONMENTAL HEALTH TRAINEE	N/A	3	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6352	HEALTH EDUCATOR	N/A	2	4	0	0	0	0	0	0	0	0	4	1	2	0	0	1	3	
6336	X-RAY TECHNICIAN	N/A	3	1	0	0	0	0	0	0	0	0	1	1	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	0	0	
6315	COMMUNITY HEALTH NURSE	N/A	2	72	3	3	0	0	0	0	0	0	69	56	3	5	4	1	13	
6314	NURSE PRACTITIONER	N/A	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	
6300	ELIGIBILITY SPECIALIST	N/A	5	8	1	0	0	0	1	0	0	0	7	2	1	2	2	0	6	
6295	SOCIAL WORKER	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
6294	HEALTH ASSISTANT 2	N/A	5	3	0	0	0	0	0	0	0	0	3	2	0	0	1	0	1	
6293	HEALTH ASSISTANT 1	N/A	5	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	
6093	CHEMICAL APPLICATOR OPERATOR	N/A	7	5	5	2	1	0	0	0	0	2	0	0	0	0	0	0	3	
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
6087	RESEARCH/EVALUATION ANALYST/SENIOR	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	1	
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	3	0	0	0	0	0	0	0	0	3	2	1	0	0	0	1	
6047	COMMUNITY HEALTH SPECIALIST 2	N/A	5	23	9	1	1	2	4	0	0	1	14	5	2	0	6	1	17	
6024	DISEASE INTERVENTION SPECIALIST	N/A	5	7	2	1	0	0	1	0	0	0	5	3	2	0	0	0	3	
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	1	
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
6002	OFFICE ASSISTANT/SENIOR	N/A	6	10	2	2	0	0	0	0	0	0	8	5	1	0	2	0	3	
6001	OFFICE ASSISTANT 2	N/A	6	26	4	1	0	1	2	0	0	0	22	15	0	2	3	1	10	
Total:			238	56	30	2	10	10	1	0	3	182	130	15	11	20	5	0	78	

Department: 2075 HD - CHP3

Reports to: 2000 Health - Director's Office

Job Code & Title		Grade	MALE										FEMALE										Tot Min
			EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9798	PRINCIPAL INVESTIGATOR	N/A	2	4	3	2	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1		

Workforce Analysis by Departments

9698	HEALTH SERVICES DEVELOPMENT ADMINISTRATOR	N/A	1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
9695	HEALTH SERVICES MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
9615	PROGRAM MANAGER 1	N/A	2	3	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	1	
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	
9361	PROGRAM SUPERVISOR	N/A	2	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	1	
9041	RESEARCH/EVALUATION SUPERVISOR	N/A	2	6	0	0	0	0	0	0	0	0	6	5	0	1	0	0	0	1	
8000	TEMPORARY WORKER	N/A	6	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
6352	HEALTH EDUCATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
6047	COMMUNITY HEALTH SPECIALIST 2	N/A	5	5	3	2	1	0	0	0	0	0	2	1	0	1	0	0	0	2	
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	1	
6020	PROGRAM DEVELOPMENT TECH	N/A	5	3	0	0	0	0	0	0	0	0	3	1	1	0	1	0	0	2	
6005	ADMINISTRATIVE SECRETARY	N/A	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
Total:			40	11	8	1	1	0	0	0	0	1	29	19	2	3	4	0	0	1	13

Department: 3005 DCJ - Director's Office

Reports to: A100 CHR - Chair's Office

			MALE										FEMALE										Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O				
9710	MANAGEMENT ASSISTANT	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9620	COMMUNITY JUSTICE MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9610	DEPARTMENT DIRECTOR 1	N/A	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
6200	PROGRAM COMMUNICATIONS & WEB SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
Total:			5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0			

Department: 3015 DCJ - Employee & Community Dev

Reports to: 3005 DCJ - Director's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		

Workforce Analysis by Departments

Page 20 of 41

9620	COMMUNITY JUSTICE MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6268	CORRECTIONS COUNSELOR	N/A	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
6015	CONTRACT SPECIALIST	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			6	2	1	0	0	0	1	0	0	0	4	3	0	0	0	1	0	0	2

Department: 3020 DCJ - Business Services

Reports to: 3005 DCJ - Director's Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9360	PROGRAM MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
9335	FINANCE SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
6112	BUYER 1	N/A	5	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1					
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6030	FINANCE SPECIALIST 2	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1					
6029	FINANCE SPECIALIST 1	N/A	3	3	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1					
6026	BUDGET ANALYST	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0					
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	3	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1					
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
Total:			16	2	2	0	0	0	0	0	0	0	14	10	2	1	1	0	0	0	4					

Department: 3025 DCJ - Adult Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9620	COMMUNITY JUSTICE MANAGER	N/A	1	3	1	1	0	0	0	0	0	0	2	1	1	0	0	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	0	0	0	0					
6276	PROBATION/PAROLE OFFICER	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
Total:			6	3	3	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	1					

Workforce Analysis by Departments

Page 21 of 41

Department: 3030 DCJ - ACJ/Central Proc Svcs

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9620	COMMUNITY JUSTICE MANAGER	N/A	1	4	2	2	0	0	0	0	0	2	2	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	0	0	0
6276	PROBATION/PAROLE OFFICER	N/A	2	32	10	10	0	0	0	0	0	22	22	0	0	0	0	0	0	0
6268	CORRECTIONS COUNSELOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6266	CORRECTIONS TECHNICIAN	N/A	5	28	5	3	1	1	0	0	0	23	18	0	2	0	2	0	1	7
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	0	0	0	0	0	0	0	3	2	0	0	1	0	0	0	1
6001	OFFICE ASSISTANT 2	N/A	6	13	1	0	0	0	1	0	0	12	9	3	0	0	0	0	0	4
Total:			83	19	16	1	1	1	0	0	0	64	55	3	2	1	2	0	1	12

Department: 3035 DCJ - ACJ/Supervision

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9620	COMMUNITY JUSTICE MANAGER	N/A	1	15	9	8	1	0	0	0	0	6	3	2	0	1	0	0	0	4
9360	PROGRAM MANAGER 2	N/A	1	3	2	0	1	1	0	0	0	1	1	0	0	0	0	0	0	2
6276	PROBATION/PAROLE OFFICER	N/A	2	87	41	26	9	2	3	0	1	46	39	4	1	2	0	0	0	22
6268	CORRECTIONS COUNSELOR	N/A	2	2	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1
6266	CORRECTIONS TECHNICIAN	N/A	5	14	3	2	1	0	0	0	0	11	9	0	0	2	0	0	0	3
6036	CLINICAL COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6033	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6003	CLERICAL UNIT SUPERVISOR	N/A	6	3	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	6	0	0	0	0	0	0	0	6	4	2	0	0	0	0	0	2
6001	OFFICE ASSISTANT 2	N/A	6	13	0	0	0	0	0	0	0	13	10	1	1	0	1	0	0	3
Total:			147	55	36	12	3	3	0	0	1	92	72	10	3	6	1	0	0	39

Workforce Analysis by Departments

Page 22 of 41

Department: 3040 DCJ - ACJ/Sanctions & Services

Reports to: 3025 DCJ - Adult Comm Justice Mgmt

Job Code & Title		Grade	EEO	Tot	MALE										FEMALE										Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9620	COMMUNITY JUSTICE MANAGER	N/A	1	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0				
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6344	BASIC SKILLS EDUCATOR	N/A	2	5	0	0	0	0	0	0	0	0	5	4	0	0	0	1	0	0	1				
6276	PROBATION/PAROLE OFFICER	N/A	2	13	5	2	1	0	2	0	0	0	8	7	0	1	0	0	0	0	4				
6272	JUVENILE COUNSELOR	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1				
6268	CORRECTIONS COUNSELOR	N/A	2	20	6	4	2	0	0	0	0	0	14	11	2	1	0	0	0	0	5				
6267	COMMUNITY WORKS LEADER	N/A	4	7	6	3	3	0	0	0	0	0	1	1	0	0	0	0	0	0	3				
6266	CORRECTIONS TECHNICIAN	N/A	5	10	3	3	0	0	0	0	0	0	7	5	0	0	2	0	0	0	2				
6036	CLINICAL COORDINATOR	N/A	2	1	1	1	0	0	0	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	0	0	1	1	0	0	0	0	0	0	0				
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6001	OFFICE ASSISTANT 2	N/A	6	9	4	1	0	1	1	0	0	1	5	2	0	0	2	0	0	1	6				
Total:				75	28	17	6	1	3	0	0	1	47	36	2	2	4	2	0	1	22				

Department: 3045 DCJ - Juv Comm Justice Mgmt

Reports to: 3005 DCJ - Director's Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9620	COMMUNITY JUSTICE MANAGER	N/A	1	3	2	2	0	0	0	0	0	0	1	1	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	0	0	0					
9360	PROGRAM MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
6272	JUVENILE COUNSELOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
Total:			8	4	4	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0					

Workforce Analysis by Departments

Page 23 of 41

Department: 3050 DCJ - JCJ/Custody Services

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title		Grade	EEO	Tot	MALE										FEMALE										Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9620	COMMUNITY JUSTICE MANAGER	N/A	1	7	4	1	2	0	1	0	0	0	3	2	0	1	0	0	0	0	4				
9360	PROGRAM MANAGER 2	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1				
6344	BASIC SKILLS EDUCATOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
6273	JUVENILE CUSTODY SERVICES SPEC	N/A	4	47	32	15	9	6	2	0	0	0	15	11	1	2	0	1	0	0	21				
6272	JUVENILE COUNSELOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0				
6001	OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0				
Total:				62	38	17	12	6	3	0	0	0	24	19	1	3	0	1	0	0	26				

Department: 3055 DCJ - JCJ/Couns & Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9620	COMMUNITY JUSTICE MANAGER	N/A	1	11	5	4	0	0	1	0	0	0	6	4	1	1	0	0	0	0	3					
9360	PROGRAM MANAGER 2	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1					
9025	OPERATIONS SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1					
6285	JUVENILE COUNSELING ASSISTANT	N/A	5	2	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2					
6273	JUVENILE CUSTODY SERVICES SPEC	N/A	4	2	1	0	1	0	0	0	0	0	1	0	1	0	0	0	0	0	2					
6272	JUVENILE COUNSELOR	N/A	2	44	16	8	8	0	0	0	0	0	28	20	2	1	4	1	0	0	16					
6267	COMMUNITY WORKS LEADER	N/A	4	3	1	0	1	0	0	0	0	0	2	0	1	0	0	1	0	0	3					
6157	JUVENILE RECORDS TECHNICIAN	N/A	5	5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0					
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6002	OFFICE ASSISTANT/SENIOR	N/A	6	10	1	1	0	0	0	0	0	0	9	8	1	0	0	0	0	0	1					
6001	OFFICE ASSISTANT 2	N/A	6	4	2	0	0	0	2	0	0	0	2	1	1	0	0	0	0	0	3					
Total:			85	29	13	11	2	3	0	0	0	56	40	8	2	4	2	0	0	0	32					

Workforce Analysis by Departments

Page 24 of 41

Department: 3060 DCJ - JCJ/Family Court Svcs

Reports to: 3045 DCJ - Juv Comm Justice Mgmt

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9360	PROGRAM MANAGER 2	N/A	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6369	MARRIAGE AND FAMILY COUNSELOR	N/A	2	2	2	0	0	0	0	0	0	3	2	0	0	0	0	0	1	1
6266	CORRECTIONS TECHNICIAN	N/A	5	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Total:			10	2	2	0	0	0	0	0	0	8	7	0	0	0	0	0	1	1

Department: 3072 DCJ - JSD Treatment Svcs

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
6365	MENTAL HEALTH CONSULTANT	N/A	2	4	1	2	1	0	0	0	0	9	7	1	0	1	0	0	0	5
6273	JUVENILE CUSTODY SERVICES SPEC	N/A	4	6	4	0	1	1	0	0	0	3	2	0	1	0	0	0	0	3
6272	JUVENILE COUNSELOR	N/A	2	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
6005	ADMINISTRATIVE SECRETARY	N/A	5	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
Total:			26	11	5	2	3	1	0	0	0	15	12	1	1	1	0	0	0	9

Department: 3074 DCJ - Training & Volunteer Svcs

Reports to: 3005 DCJ - Director's Office

Job Code & Title	Grade	EEO	Tot	MALE								FEMALE								Tot Min
				T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9640	MCSO VOLUNTEER PROGRAM COORDINATOR	N/A	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6102	HUMAN RESOURCES ANALYST 1	N/A	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:			2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0

Workforce Analysis by Departments

Department: 3080 DCJ - Research & Evaluation

Reports to: 3005 DCJ - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9041	RESEARCH/EVALUATION SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1
Total:				3	0	0	0	0	0	0	0	0	3	2	0	0	0	1	0	0	1

Department: 3082 DCJ - Human Resources

Reports to: 3005 DCJ - Director's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1
9670	HUMAN RESOURCES ANALYST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9080	HUMAN RESOURCES ANALYST 1	N/A	2	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1
Total:				6	1	1	0	0	0	0	0	0	5	3	1	1	0	0	0	0	2

Department: 4055 DCS - CommSvcs DirectorOfc

Reports to: A100 CHR - Chair's Office

Job Code & Title		Grade	EEO	Tot	MALE								FEMALE								Tot Min
					T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
9710	MANAGEMENT ASSISTANT	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9610	DEPARTMENT DIRECTOR 1	N/A	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1
9006	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
Total:				4	2	0	1	0	1	0	0	0	2	1	1	0	0	0	0	0	3

Workforce Analysis by Departments

Page 26 of 41

Department: 4065 DCS - CommSvcs Housing

Reports to: 4055 DCS - CommSvcs DirectorOfc

			MALE										FEMALE										Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O				
9361	PROGRAM SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0			
Total:			2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0			

Department: 4060 DCS - CommSvcs EmergMgmt

Reports to: A100 CHR - Chair's Office

		MALE										FEMALE										Tot
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1		
Total:			1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		

Department: 5005 Library - Director's Office

Reports to: A100 CHR - Chair's Office

			MALE										FEMALE										Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9790	PUBLIC RELATIONS COORDINATOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9782	LIBRARY MANAGER/SENIOR	N/A	1	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
9677	PRODUCTION SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9613	DEPARTMENT DIRECTOR 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
9006	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
7230	PRODUCTION ASSISTANT	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	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	0	0	0		
7208	PUBLICATION SPECIALIST	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
7207	GRAPHIC DESIGNER	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6020	PROGRAM DEVELOPMENT TECH	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
			Total:	13	2	2	0	0	0	0	0	0	11	10	0	1	0	0	0	0	0	1	

Workforce Analysis by Departments

Page 27 of 41

Department: 5010 Library - Central Library

Reports to: 5005 Library - Director's Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9792	ACCESS SERVICES ADMINISTRATOR	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9784	LIBRARY SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9782	LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9777	LIBRARY ADMINISTRATOR/CENTRAL	N/A	1	4	1	0	0	0	0	0	0	1	3	3	0	0	0	0	0	0	1		
9720	OPERATIONS ADMINISTRATOR	N/A	5	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1		
9025	OPERATIONS SUPERVISOR	N/A	6	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
7222	LIBRARIAN	N/A	2	34	6	6	0	0	0	0	0	0	28	28	0	0	0	0	0	0	0		
7211	LIBRARY ASSISTANT	N/A	5	28	8	8	0	0	0	0	0	0	20	20	0	0	0	0	0	0	0		
7203	LIBRARY PAGE	N/A	5	50	26	24	0	1	0	1	0	0	24	21	0	2	0	1	0	0	5		
7202	LIBRARY CLERK	N/A	5	37	11	10	0	1	0	0	0	0	26	19	3	2	2	0	0	0	8		
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
Total:			165	55	50	0	2	1	1	0	1	110	100	3	4	2	1	0	0	0	15		

Department: 5015 Library - Community Services

Reports to: 5005 Library - Director's Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9784	LIBRARY SUPERVISOR	N/A	2	16	3	2	0	0	1	0	0	0	13	13	0	0	0	0	0	0	1		
9782	LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	1		
9780	LIBRARY MANAGER/BRANCH	N/A	1	5	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0		
9776	LIBRARY ADMINISTRATOR/BRANCH	N/A	1	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
7222	LIBRARIAN	N/A	2	29	3	3	0	0	0	0	0	0	26	25	1	0	0	0	0	0	1		
7211	LIBRARY ASSISTANT	N/A	5	51	19	18	0	1	0	0	0	0	32	29	0	2	0	0	0	1	4		
7203	LIBRARY PAGE	N/A	5	71	20	14	0	1	1	0	0	4	51	42	0	3	0	1	0	5	15		
7202	LIBRARY CLERK	N/A	5	94	17	12	0	0	4	0	0	1	77	68	0	4	5	0	0	0	14		
			Total:	268	62	49	0	2	6	0	0	5	206	182	2	9	6	1	0	6	37		

Workforce Analysis by Departments

Page 28 of 41

Department: 5020 Library - Support Services

Reports to: 5005 Library - Director's Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9789	TEAM DEVELOPER/LIBRARY	N/A	2	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9786	LIBRARY SUPPORT SERVICES ADMIN	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
9784	LIBRARY SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9782	LIBRARY MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
9773	CATALOGING ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	2	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	1			
9720	OPERATIONS ADMINISTRATOR	N/A	5	2	1	1	0	0	0	0	0	0	1	1	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	0	0	0	0	0	0			
9670	HUMAN RESOURCES ANALYST 2	N/A	2	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1			
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
9335	FINANCE SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	1	1			
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
7222	LIBRARIAN	N/A	2	6	3	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0			
7211	LIBRARY ASSISTANT	N/A	5	7	0	0	0	0	0	0	0	0	7	7	0	0	0	0	0	0	0	0	0			
7203	LIBRARY PAGE	N/A	5	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0			
7202	LIBRARY CLERK	N/A	5	17	3	3	0	0	0	0	0	0	14	11	0	0	1	0	0	0	2	3	3			
6200	PROGRAM COMMUNICATIONS & WEB SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
6124	DRIVER	N/A	8	5	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
6111	BUYER 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
6033	ADMINISTRATIVE ANALYST	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0			
6030	FINANCE SPECIALIST 2	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0			
6022	PROGRAM COORDINATOR	N/A	2	4	0	0	0	0	0	0	0	0	4	3	0	0	1	0	0	0	0	1	1			
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0			
			Total:	68	20	19	0	0	0	0	0	1	48	42	1	1	2	0	0	0	2	7	7			

Page 30 of 41

Reports to: 6005 DCS - Director's Office

Department: 4016 DCS - Environmental Comp

Reports to: 6005 DCS - Director's Office

Department: 4030 DCS - Elections

Reports to: 6005 DCS - Director's Office

			MALE												FEMALE								Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9666	ELECTIONS MANAGER	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9665	ELECTIONS ADMINISTRATOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9607	ADMINISTRATIVE SERV OFFICER	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6200	PROGRAM COMMUNICATIONS & WEB N/A SPEC/SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6029	FINANCE SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6003	CLERICAL UNIT SUPERVISOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		

Page 31 of 41

Reports to: 6005 DCS - Director's Office

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Workforce Analysis by Departments

Page 32 of 41

6098	STRIPER OPERATOR	N/A	8	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6096	MAINTENANCE SPECIALIST/SENIOR	N/A	8	5	5	2	0	2	0	1	0	0	0	0	0	0	0	0	0	0	3
6093	CHEMICAL APPLICATOR OPERATOR	N/A	7	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6092	MAINTENANCE WORKER	N/A	8	4	4	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
6091	SURVEY SPECIALIST	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6076	TRANSPORTATION PLANNING SPECIALIST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6060	BRIDGE MAINTENANCE MECHANIC	N/A	7	8	8	5	0	2	1	0	0	0	0	0	0	0	0	0	0	0	3
6059	BRIDGE OPERATOR	N/A	8	10	9	8	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1
6029	FINANCE SPECIALIST 1	N/A	3	4	0	0	0	0	0	0	0	0	4	2	0	1	1	0	0	0	2
6022	PROGRAM COORDINATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
3105	SIGN FABRICATOR	N/A	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3061	ELECTRICIAN	N/A	7	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total:			131	112	93	3	5	7	3	0	1	19	15	0	2	1	1	0	0	23	

Department: 6025 DCM - Directors Office

Reports to: A100 CHR - Chair's Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
9710	MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
9670	HUMAN RESOURCES ANALYST 2	N/A	2	1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0				
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
9613	DEPARTMENT DIRECTOR 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
9610	DEPARTMENT DIRECTOR 1	N/A	1	1	0	0	0	0	0	0	0	0	1	0	0	1	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	0	0	0	0	0				
9080	HUMAN RESOURCES ANALYST 1	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0				
9006	ADMINISTRATIVE ANALYST	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0				
6101	HUMAN RESOURCES TECHNICIAN	N/A	6	1	1	1	0	0	0	0	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	0	0	1	1	0	0	0	0	0	0	0	0				
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1				

Workforce Analysis by Departments

Page 33 of 41

Total: 13 5 5 0 0 0 0 0 0 0 0 8 6 0 1 1 0 0 0 2

Department: 6020 DCM - Human Resources

Reports to: 6025 DCM - Directors Office

			MALE										FEMALE										Tot
Job Code & Title			Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	O	Min
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
9715	HUMAN RESOURCES MANAGER 1	N/A		1	5	1	1	0	0	0	0	0	0	4	3	1	0	0	0	0	0	0	1
9670	HUMAN RESOURCES ANALYST 2	N/A		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1
9668	HUMAN RESOURCES DIRECTOR	N/A		1	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
9634	ADMINISTRATIVE SECRETARY/NR	N/A		5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
9621	HUMAN RESOURCES MANAGER 2	N/A		1	4	1	1	0	0	0	0	0	0	3	0	1	2	0	0	0	0	0	3
9603	AA/EEO OFFICER	N/A		2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
9362	PROGRAM MANAGER/SENIOR	N/A		1	1	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	1
9061	HUMAN RESOURCES TECHNICIAN	N/A		6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A		2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	1
6101	HUMAN RESOURCES TECHNICIAN	N/A		6	1	0	0	0	0	0	0	0	0	1	1	0	0	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	0	0	0	0
Total:				20	5	4	1	0	0	0	0	0	0	15	8	4	2	1	0	0	0	0	8

Department: 6050 DCM - Office of Org'l Learning

Reports to: 6020 DCM - Human Resources

			MALE										FEMALE										Tot
Job Code & Title			Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	O	Min
6021	PROGRAM DEVELOPMENT SPEC	N/A		2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
Total:				1	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0

Department: 6030 DCM - Budget and Quality

Reports to: 6025 DCM - Directors Office

			MALE										FEMALE										Tot
Job Code & Title			Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	O	Min
9734	BUDGET ANALYST/PRINCIPAL	N/A		2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0
9730	BUDGET ANALYST/SENIOR	N/A		2	4	1	0	0	1	0	0	0	0	3	2	0	1	0	0	0	0	0	2

Workforce Analysis by Departments

Page 34 of 41

9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	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	0	0	0
6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
Total:			10	5	3	1	1	0	0	0	0	0	5	4	0	1	0	0	0	3

Department: 6035 DCM - Information Systems

Reports to: 6025 DCM - Directors Office

Job Code & Title			Grade	EEO	Tot	MALE										FEMALE										Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O					
9607	ADMINISTRATIVE SERV OFFICER	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
9455	CHIEF INFORMATION OFFICER	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
9454	IT MANAGER/SENIOR	N/A	1	4	2	2	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0					
9453	IT MANAGER 2	N/A	1	10	5	4	0	1	0	0	0	0	5	5	0	0	0	0	0	0	1					
9451	IT SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
6414	SYSTEM ADMINISTRATOR	N/A	2	6	3	3	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0					
6412	SYSTEMS ADMINISTRATOR/SENIOR	N/A	2	13	9	9	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1					
6410	NETWORK ADMINISTRATOR/SENIOR	N/A	2	13	7	7	0	0	0	0	0	0	6	5	0	1	0	0	0	0	1					
6409	NETWORK ADMINISTRATOR	N/A	2	8	4	2	1	1	0	0	0	0	4	4	0	0	0	0	0	0	2					
6408	DATABASE ADMINISTRATOR/SENIOR	N/A	2	8	4	4	0	0	0	0	0	0	4	3	0	1	0	0	0	0	1					
6407	DATABASE ADMINISTRATOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6406	DEVELOPMENT ANALYST/SENIOR	N/A	2	25	16	12	1	3	0	0	0	0	9	6	0	3	0	0	0	0	7					
6405	DEVELOPMENT ANALYST	N/A	2	11	4	3	0	1	0	0	0	0	7	4	0	3	0	0	0	0	4					
6404	DESKTOP SUPPORT SPECIALIST/SENIOR	N/A	3	10	7	6	0	0	1	0	0	0	3	3	0	0	0	0	0	0	1					
6403	DESKTOP SUPPORT SPECIALIST	N/A	2	10	4	4	0	0	0	0	0	0	6	5	0	0	1	0	0	0	1					
6402	SYSTEM OPERATOR/SENIOR	N/A	3	3	1	1	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0					
6401	SYSTEMS OPERATOR	N/A	5	6	2	2	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0					
6198	IT BUSINESS CONSULTANT/SR	N/A	2	9	4	4	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0					
6194	IT BUSINESS CONSULTANT	N/A	2	5	0	0	0	0	0	0	0	0	5	3	1	0	0	0	0	1	2					
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6029	FINANCE SPECIALIST 1	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6005	ADMINISTRATIVE SECRETARY	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0					

Workforce Analysis by Departments

Page 35 of 41

Total: 151 73 64 2 6 1 0 0 0 0 78 66 1 9 1 0 0 1 21

Department: 6040 DCM - Risk Management

Reports to: 6025 DCM - Directors Office

			MALE										FEMALE							Tot	
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min
9748	HUMAN RESOURCES ANALYST/SENIOR	N/A	2	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
9715	HUMAN RESOURCES MANAGER 1	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
9621	HUMAN RESOURCES MANAGER 2	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6103	HUMAN RESOURCES ANALYST 2	N/A	2	6	0	0	0	0	0	0	0	0	6	5	1	0	0	0	0	0	1
6102	HUMAN RESOURCES ANALYST 1	N/A	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0
6002	OFFICE ASSISTANT/SENIOR	N/A	6	2	0	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1
			Total:	14	1	0	0	0	0	0	0	1	13	11	1	0	0	1	0	0	3

Department: 6070 DCM - Facilities

Reports to: 6025 DCM - Directors Office

			MALE										FEMALE										Tot Min
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O			
9710	MANAGEMENT ASSISTANT	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9615	PROGRAM MANAGER 1	N/A	2	3	2	2	0	0	0	0	0	0	1	1	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	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	3	2	1	1	0	0	0	0	0	1	1	0	0	0	0	0	0	1		
6155	ALARM TECHNICIAN	N/A	3	5	4	4	0	0	0	0	0	0	1	1	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	0	0	0	0		
6147	CARPENTER	N/A	7	7	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6121	HVAC ENGINEER	N/A	7	12	12	10	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2		
6114	PROPERTY MANAGEMENT SPECIALIST/SENIOR	N/A	2	2	1	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1		
6113	PROPERTY MANAGEMENT SPECIALIST	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6100	LIGHTING TECHNICIAN	N/A	7	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6097	FAC MAINT DISPATCH/SCHEDULER	N/A	6	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0		
6094	FACILITIES MAINTENANCE WORKER	N/A	8	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
6057	BUSINESS ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		

Page 36 of 41

Department: 6075 DCM - Finance
Reports to: 6025 DCM - Directors Office

Job Code & Title			Grade	EEO	Tot	MALE								FEMALE								Tot Min
						T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	
9810	CHIEF FINANCIAL OFFICER	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	
9336	FINANCE MANAGER	N/A	1	5	2	2	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	
9335	FINANCE SUPERVISOR	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6200	PROGRAM COMMUNICATIONS & WEB SPEC/SR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6112	BUYER 1	N/A	5	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1	
6111	BUYER 2	N/A	2	4	2	2	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1	
6055	BUSINESS ANALYST/SENIOR	N/A	2	9	2	2	0	0	0	0	0	0	7	6	1	0	0	0	0	0	1	
6032	FINANCE SPECIALIST/SENIOR	N/A	2	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	
6031	CONTRACT SPECIALIST SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1	
6030	FINANCE SPECIALIST 2	N/A	2	9	2	2	0	0	0	0	0	0	7	4	0	2	1	0	0	0	3	
6029	FINANCE SPECIALIST 1	N/A	3	8	1	0	0	1	0	0	0	0	7	6	0	1	0	0	0	0	2	
6027	FINANCE TECHNICIAN	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
6022	PROGRAM COORDINATOR	N/A	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1	
6015	CONTRACT SPECIALIST	N/A	2	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1	
6002	OFFICE ASSISTANT/SENIOR	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	
6001	OFFICE ASSISTANT 2	N/A	6	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	

Workforce Analysis by Departments

Department: 6080 DCM - Assessment & Taxation

Reports to: 6025 DCM - Directors Office

			Total:	53	14	11	1	2	0	0	0	0	0	39	29	2	6	2	0	0	0	13	
Department: 6080 DCM - Assessment & Taxation																							
Reports to: 6025 DCM - Directors Office																							
			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9763	ASSESSMENT MANAGER/SENIOR	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9691	TAX COLLECTION/RECORDS ADMIN	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9615	PROGRAM MANAGER 1	N/A	2	3	2	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1		
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	10	6	5	0	1	0	0	0	0	4	4	0	0	0	0	0	0	1		
9360	PROGRAM MANAGER 2	N/A	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9335	FINANCE SUPERVISOR	N/A	2	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9025	OPERATIONS SUPERVISOR	N/A	6	3	1	1	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
9005	ADMINISTRATIVE ANALYST/SENIOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6455	A&T ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6453	A&T DATA VERIFICATION OPERATOR	N/A	6	5	0	0	0	0	0	0	0	0	5	2	1	2	0	0	0	0	3		
6452	A&T TECHNICIAN SENIOR	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6451	A&T TECHNICIAN 2	N/A	3	25	7	5	0	2	0	0	0	0	18	12	3	2	0	0	0	1	8		
6450	A&T TECHNICIAN 1	N/A	3	28	5	5	0	0	0	0	0	0	23	19	2	0	0	1	0	1	4		
6082	CARTOGRAPHER	N/A	3	4	4	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2		
6079	APPRAISAL DATA ANALYST SENIOR	N/A	2	5	4	3	0	0	0	1	0	0	1	1	0	0	0	0	0	0	1		
6073	DATA ANALYST	N/A	3	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6051	PROPERTY APPRAISER 1	N/A	2	5	3	3	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0		
6050	PROPERTY APPRAISER PERSONAL 2	N/A	2	3	2	2	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6045	TAX EXEMPTION SPECIALIST	N/A	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6042	PROPERTY APPRAISER REAL 2	N/A	2	25	18	15	1	0	1	0	0	1	7	6	0	1	0	0	0	0	4		
6030	FINANCE SPECIALIST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6029	FINANCE SPECIALIST 1	N/A	3	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
6027	FINANCE TECHNICIAN	N/A	6	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	1		
6025	A&T COLLECTION SPECIALIST	N/A	5	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
Total:			132	56	46	1	3	2	2	0	2	2	76	59	6	8	0	1	0	2	27		

Page 38 of 41

Reports to: 6025 DCM - Directors Office

Department: A110 CHR - Public Affairs Office

Reports to: A100 CHR - Chair's Office

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Page 39 of 41

Department: A115 CHR - MCCFC

MALE**FEMALE**

Department: B200 ND - County Auditor's Office

MALE**FEMALE**

Department: C300 Office of County Attorney

MALE**FEMALE**

Workforce Analysis by Departments

Page 40 of 41

6054	ADMINISTRATIVE ASSISTANT	N/A	5	1	0	0	0	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	0	0	0	1	1	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	2	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Total:			27	7	7	0	0	0	0	0	0	0	0	20	18	0	1	1	0	0	2

Department: E510 ND - Tax Supervising

Reports to: A100 CHR - Chair's Office

			MALE										FEMALE										Tot Min
Job Code & Title	Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O				
3005	TAX SUPR/ADMIN OFFICER	N/A	6	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
1096	TAX SUPR/BUDGET ANALYST	N/A	2	2	0	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1			
Total:			3	1	1	0	0	0	0	0	0	2	1	0	0	0	1	0	0	1			

Department: G100 DSCP - Schools & Comm Prtship

Reports to: A100 CHR - Chair's Office

			MALE										FEMALE										Tot
Job Code & Title		Grade	EEO	Tot	T	W	B	A	H	I	P	O	T	W	B	A	H	I	P	O	Min		
9615	PROGRAM MANAGER 1	N/A	2	2	0	0	0	0	0	0	0	0	2	0	1	0	1	0	0	0	2		
9362	PROGRAM MANAGER/SENIOR	N/A	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9361	PROGRAM SUPERVISOR	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
9360	PROGRAM MANAGER 2	N/A	1	2	0	0	0	0	0	0	0	0	2	1	0	1	0	0	0	0	1		
9006	ADMINISTRATIVE ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6305	FAMILY INTERVENTION SPECIALIST	N/A	2	21	6	1	4	0	1	0	0	0	15	8	4	1	2	0	0	0	12		
6088	PROGRAM DEVELOPMENT SPEC/SR	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6086	RESEARCH/EVALUATION ANALYST 2	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6085	RESEARCH/EVALUATION ANALYST 1	N/A	3	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	1		
6084	WEATHERIZATION INSPECTOR	N/A	3	3	2	1	0	0	0	0	0	1	1	1	0	0	0	0	0	0	1		
6083	HOUSING DEVELOPMENT SPECIALIST	N/A	2	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6030	FINANCE SPECIALIST 2	N/A	2	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0	2		
6029	FINANCE SPECIALIST 1	N/A	3	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6026	BUDGET ANALYST	N/A	2	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0		
6021	PROGRAM DEVELOPMENT SPEC	N/A	2	12	4	4	0	0	0	0	0	0	8	4	3	0	1	0	0	0	4		
6020	PROGRAM DEVELOPMENT TECH	N/A	5	2	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0	1		

Workforce Analysis by Departments

6015	CONTRACT SPECIALIST	N/A	2	2	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	1
6002	OFFICE ASSISTANT/SENIOR	N/A	6	3	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0
6001	OFFICE ASSISTANT 2	N/A	6	4	0	0	0	0	0	0	0	0	4	2	1	1	0	0	0	0	2
Total:			64	15	9	4	0	1	0	0	1	49	28	12	4	5	0	0	0	0	27

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.

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Incumbency vs. Estimated Availability

Page 1 of 2

Job Group & Name	Total Emp	EMPLOYMENT %					AVAILABILITY %					PLACEMENT GOAL?				
		Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His
		Ind					Ind					Ind				
1A Executive Management	22	36.36	59.09	13.64	9.09	9.09	11.31	44.63	1.46	4.56	2.60	NO	NO	NO	NO	NO
		0.00					1.85					YES				
1B Mid Level Management	177	18.64	55.37	7.91	5.65	4.52	10.19	41.03	1.53	3.61	2.91	NO	NO	NO	NO	NO
		0.00					1.38					YES				
1C Entry Level Management	19	10.53	42.11	5.26	0.00	5.26	8.30	33.42	2.83	1.52	1.96	NO	NO	NO	YES	NO
		0.00					1.33					YES				
2A Senior Level Professionals	612	18.46	58.82	7.19	5.23	3.59	12.16	41.28	2.79	4.24	2.99	NO	NO	NO	NO	NO
		0.33					1.67					YES				
2B Mid Level Professionals	895	20.34	66.48	8.38	5.81	4.47	12.47	55.49	2.52	4.37	3.41	NO	NO	NO	NO	NO
		1.01					1.39					YES				
2B1 Mid Level Health Professionals	233	16.31	79.40	4.29	6.01	3.43	9.39	84.93	1.45	4.35	1.67	NO	NO	NO	NO	NO
		1.72					1.20					NO				
2C Entry Level Professionals	103	12.62	70.87	2.91	3.88	3.88	14.94	54.17	2.10	3.70	6.59	NO	NO	NO	NO	YES
		0.00					1.74					YES				
3A Senior Level Technician	107	15.89	56.07	3.74	6.54	2.80	13.65	40.26	3.21	4.13	3.48	NO	NO	NO	NO	NO
		0.00					1.80					YES				
3B Mid Level Technician	127	25.20	73.23	6.30	6.30	9.45	15.78	63.62	3.31	4.88	4.97	NO	NO	NO	NO	NO
		1.57					1.52					NO				
3C Entry Level Technician	60	28.33	81.67	5.00	15.00	5.00	14.28	59.19	2.72	4.41	4.85	NO	NO	NO	NO	NO
		0.00					1.42					YES				
4A Senior Level Management	11	9.09	18.18	0.00	0.00	9.09	14.65	25.60	2.52	2.52	3.52	YES	YES	YES	YES	NO
		0.00					5.16					YES				
4B Mid Level Management	122	30.33	27.87	13.93	9.02	6.56	16.05	29.35	2.77	2.71	4.07	NO	NO	NO	NO	NO
		0.82					5.50					YES				

Incumbency vs. Estimated Availability

Job Group & Name	Total Emp	EMPLOYMENT %					AVAILABILITY %					PLACEMENT GOAL?				
		Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His
		Ind					Ind					Ind				
4C Entry Level Official	462	15.15	18.61	8.66	1.73	4.11	16.74	30.02	2.58	3.04	4.16	NO	YES	NO	YES	NO
		0.65					5.82					YES				
5A Senior/ Mid Level Support	156	31.41	64.10	9.62	5.77	12.82	13.02	67.20	3.00	3.55	3.88	NO	NO	NO	NO	NO
		1.28					1.74					YES				
5B Entry Level Support	613	23.49	71.94	2.28	5.38	11.75	10.89	69.42	0.98	3.58	2.63	NO	NO	NO	NO	NO
		0.98					2.92					YES				
6A Senior Level Clerical	32	6.25	81.25	0.00	6.25	0.00	14.88	78.61	2.19	5.34	3.95	YES	NO	YES	NO	YES
		0.00					2.34					YES				
6B Mid Level Clerical	274	21.17	83.94	8.39	5.47	6.20	15.23	81.84	2.57	5.16	4.12	NO	NO	NO	NO	NO
		0.73					2.37					YES				
6C Entry Level Clerical	271	32.10	85.24	7.75	5.54	14.39	14.16	83.84	3.47	4.14	3.98	NO	NO	NO	NO	NO
		1.48					1.25					NO				
7A Senior/Mid Level Craft	22	13.64	0.00	0.00	0.00	9.09	10.69	7.21	1.82	1.79	4.19	NO	YES	YES	YES	NO
		4.55					1.69					NO				
7B Entry Level Craft	68	19.12	1.47	4.41	2.94	7.35	12.99	9.99	2.07	3.22	5.31	NO	YES	NO	NO	NO
		1.47					1.56					NO				
8A Senior/ Mid Level Maintenance	19	36.84	42.11	10.53	21.05	0.00	16.27	36.08	2.04	3.83	7.44	NO	NO	NO	NO	YES
		5.26					2.30					NO				
8B Entry Level Maintenance	43	13.95	18.60	6.98	2.33	0.00	17.28	23.52	3.47	3.66	5.47	NO	YES	NO	YES	YES
		2.33					3.36					YES				
Total Employees:	4,448															

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Significance of Incumbency vs. Estimated Availability

Page 1 of 2

Job Group & Name	PLACEMENT GOAL?					STATISTICAL VALUE					STATISTICALLY SIGNIFICANT?				
	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His
	Ind					Ind					Ind				
1A Executive Management	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.663 E					NO				
1B Mid Level Management	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.574					NO				
1C Entry Level Management	NO	NO	NO	YES	NO				0.748 E		NO	NO	NO	NO	NO
	YES					0.775 E					NO				
2A Senior Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					2.593					YES				
2B Mid Level Professionals	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					0.982					NO				
2B1 Mid Level Health Professionals	NO	NO	NO	NO	NO		2.360				NO	YES	NO	NO	NO
	NO										NO				
2C Entry Level Professionals	NO	NO	NO	NO	YES	0.660				1.107	NO	NO	NO	NO	NO
	YES					1.351					NO				
3A Senior Level Technician	NO	NO	NO	NO	NO					0.382	NO	NO	NO	NO	NO
	YES					1.400					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
	YES					0.930					NO				
4A Senior Level Management	YES	YES	YES	YES	NO	0.506 E	0.437 E	0.755 E	0.755 E		NO	NO	NO	NO	NO
	YES					0.558 E					NO				
4B Mid Level Management	NO	NO	NO	NO	NO		0.359				NO	NO	NO	NO	NO

In the Statistical Value section, standard deviations of 2 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of .05 or less are generally regarded as statistically significant.

Significance of Incumbency vs. Estimated Availability

Job Group & Name	PLACEMENT GOAL?					STATISTICAL VALUE					STATISTICALLY SIGNIFICANT?				
	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His
	Ind					Ind					Ind				
	YES					2.268					YES				
4C Entry Level Official	NO	YES	NO	YES	NO	0.915	5.349		1.638	0.051	NO	YES	NO	NO	NO
	YES					4.747					YES				
5A Senior/ Mid Level Support	NO	NO	NO	NO	NO		0.824				NO	NO	NO	NO	NO
	YES					0.437					NO				
5B Entry Level Support	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					2.855					YES				
6A Senior Level Clerical	YES	NO	YES	NO	YES	1.372		0.846		1.147	NO	NO	NO	NO	NO
	YES					0.876					NO				
6B Mid Level Clerical	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	YES					1.785					NO				
6C Entry Level Clerical	NO	NO	NO	NO	NO						NO	NO	NO	NO	NO
	NO										NO				
7A Senior/Mid Level Craft	NO	YES	YES	YES	NO		0.193 E	0.668 E	0.672 E		NO	NO	NO	NO	NO
	NO										NO				
7B Entry Level Craft	NO	YES	NO	NO	NO		2.343		0.130		NO	YES	NO	NO	NO
	NO					0.059					NO				
8A Senior/ Mid Level Maintenance	NO	NO	NO	NO	YES					0.230 E	NO	NO	NO	NO	NO
	NO										NO				
8B Entry Level Maintenance	NO	YES	NO	YES	YES	0.577	0.760		0.466	1.577	NO	NO	NO	NO	NO
	YES					0.376					NO				

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

In the Statistical Value section, standard deviations of 2 or greater are generally regarded as statistically significant. For groups with fewer than 30 employees, the Exact Binomial Test is used and scores are marked with "E". "E" scores of .05 or less are generally regarded as statistically significant.

Goal Reports

The **Goal** section outlines the benchmarks for measuring the organizations performance in correcting areas of underutilization.

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Placement Goals Report

Page 1 of 1

Job Group & Name	GOAL %				
	Min	Fem	Blk	Asi	His
	Ind				
1A Executive Management	1.85				
1B Mid Level Management	1.38				
1C Entry Level Management	1.33			1.52	
2A Senior Level Professionals	1.67				
2B Mid Level Professionals	1.39				
2B1 Mid Level Health Professionals					
2C Entry Level Professionals	1.74				6.59
3A Senior Level Technician	1.80				
3B Mid Level Technician					
3C Entry Level Technician	1.42				
4A Senior Level Management	14.65	25.60	2.52	2.52	
4B Mid Level Management	5.16				
4C Entry Level Official	5.50	30.02		3.04	
5A Senior/ Mid Level Support	5.82				
5B Entry Level Support	1.74				
6A Senior Level Clerical	2.92				
6B Mid Level Clerical	14.88		2.19		3.95
6C Entry Level Clerical	2.34				
7A Senior/Mid Level Craft	2.37	7.21	1.82	1.79	
7B Entry Level Craft		9.99			
8A Senior/ Mid Level Maintenance					7.44
8B Entry Level Maintenance		23.52		3.66	5.47
	3.36				

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Number of Persons Required to be Fully Utilized

Page 1 of 2

Job Group & Name	Total Emp	# EMPLOYED					# AVAILABLE					PERSONS REQUIRED				
		Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His	Min	Fem	Blk	Asi	His
		Ind					Ind					Ind				
1A Executive Management	22	8	13	3	2	2	2.5	9.8	0.3	1.0	0.6	0	0	0	0	0
		0					0.4					1				
1B Mid Level Management	177	33	98	14	10	8	18.0	72.6	2.7	6.4	5.2	0	0	0	0	0
		0					2.4					2				
1C Entry Level Management	19	2	8	1	0	1	1.6	6.3	0.5	0.3	0.4	0	0	0	1	0
		0					0.3					1				
2A Senior Level Professionals	612	113	360	44	32	22	74.4	252.6	17.1	25.9	18.3	0	0	0	0	0
		2					10.2					7				
2B Mid Level Professionals	895	182	595	75	52	40	111.6	496.6	22.6	39.1	30.5	0	0	0	0	0
		9					12.4					1				
2B1 Mid Level Health Professionals	233	38	185	10	14	8	21.9	197.9	3.4	10.1	3.9	0	0	0	0	0
		4					2.8					0				
2C Entry Level Professionals	103	13	73	3	4	4	15.4	55.8	2.2	3.8	6.8	0	0	0	0	2
		0					1.8					2				
3A Senior Level Technician	107	17	60	4	7	3	14.6	43.1	3.4	4.4	3.7	0	0	0	0	0
		0					1.9					2				
3B Mid Level Technician	127	32	93	8	8	12	20.0	80.8	4.2	6.2	6.3	0	0	0	0	0
		2					1.9					0				
3C Entry Level Technician	60	17	49	3	9	3	8.6	35.5	1.6	2.6	2.9	0	0	0	0	0
		0					0.9					1				
4A Senior Level Management	11	1	2	0	0	1	1.6	2.8	0.3	0.3	0.4	1	1	1	1	0
		0					0.6					1				
4B Mid Level Management	122	37	34	17	11	8	19.6	35.8	3.4	3.3	5.0	0	0	0	0	0
		1					6.7					5				
4C Entry Level Official	462	70	86	40	8	19	77.3	138.7	11.9	14.0	19.2	0	25	0	4	0

Number of Persons Required to be Fully Utilized

Page 2 of 2

Job Group & Name	Total Emp	# EMPLOYED					# AVAILABLE					PERSONS REQUIRED				
		Min	Fem	Blk	Asl	His	Min	Fem	Blk	Asl	His	Min	Fem	Blk	Asi	His
		Ind					Ind					Ind				
		3					26.9					19				
5A Senior/ Mid Level Support	156	49	100	15	9	20	20.3	104.8	4.7	5.5	6.1	0	0	0	0	0
		2					2.7					1				
5B Entry Level Support	613	144	441	14	33	72	66.8	425.5	6.0	21.9	16.1	0	0	0	0	0
		6					17.9					9				
6A Senior Level Clerical	32	2	26	0	2	0	4.8	25.2	0.7	1.7	1.3	2	0	1	0	2
		0					0.7					1				
6B Mid Level Clerical	274	58	230	23	15	17	41.7	224.2	7.0	14.1	11.3	0	0	0	0	0
		2					6.5					4				
6C Entry Level Clerical	271	87	231	21	15	39	38.4	227.2	9.4	11.2	10.8	0	0	0	0	0
		4					3.4					0				
7A Senior/Mid Level Craft	22	3	0	0	0	2	2.4	1.6	0.4	0.4	0.9	0	2	1	1	0
		1					0.4					0				
7B Entry Level Craft	68	13	1	3	2	5	8.8	6.8	1.4	2.2	3.6	0	5	0	0	0
		1					1.1					0				
8A Senior/ Mid Level Maintenance	19	7	8	2	4	0	3.1	6.9	0.4	0.7	1.4	0	0	0	0	2
		1					0.4					0				
8B Entry Level Maintenance	43	6	8	3	1	0	7.4	10.1	1.5	1.6	2.4	0	1	0	1	2
		1					1.4					1				

E - Eighty Percent Rule

A placement goal is set when employment is less than 80% of availability.

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Goal Attainment

Page 1 of 2

Job Group	Target Group	Goal %	New Hire #	New Hire %	Promotion #	Promotion %	Total Opps #	Total Opps %	Achieved?*
1A	Hispanic	2.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	American Indian	1.85	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1B	American Indian	1.38	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1C	Total Minorities	8.30	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
1C	Black	2.83	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
1C	Asian	1.52	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
1C	Hispanic	1.96	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
1C	American Indian	1.33	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
2A	American Indian	1.67	0 of 20	0.00	0 of 4	0.00	0 of 24	0.00	LIMITED
2B	American Indian	1.39	1 of 21	4.76	0 of 6	0.00	1 of 27	3.70	YES
2C	Hispanic	6.59	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
2C	American Indian	1.74	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
3A	American Indian	1.80	0 of 4	0.00	0 of 1	0.00	0 of 5	0.00	LIMITED
4A	Total Minorities	14.65	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Female	25.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Black	2.52	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Asian	2.52	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	American Indian	5.16	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	American Indian	5.50	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4C	Female	30.02	0 of 3	0.00	1 of 2	50.00	1 of 5	20.00	YES
4C	Asian	3.04	0 of 3	0.00	0 of 2	0.00	0 of 5	0.00	LIMITED
4C	American Indian	5.82	0 of 3	0.00	0 of 2	0.00	0 of 5	0.00	LIMITED
5A	American Indian	1.74	0 of 4	0.00	0 of 0	0.00	0 of 4	0.00	LIMITED
5B	American Indian	2.92	0 of 22	0.00	0 of 2	0.00	0 of 24	0.00	LIMITED
6A	Total Minorities	14.88	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	Hispanic	3.95	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	American Indian	2.34	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6B	American Indian	2.37	0 of 3	0.00	0 of 5	0.00	0 of 8	0.00	LIMITED
7A	Female	7.21	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS

Goal Attainment

Job Group	Target Group	Goal %	New Hire #	New Hire %	Promotion #	Promotion %	Total Opps #	Total Opps %	Achieved?*
7A	Black	1.82	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7B	Female	9.99	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	LIMITED
7B	Asian	3.22	1 of 3	33.33	0 of 0	0.00	1 of 3	33.33	YES
8A	Hispanic	7.44	0 of 0	0.00	0 of 1	0.00	0 of 1	0.00	LIMITED
8B	Female	23.52	2 of 2	100.00	0 of 0	0.00	2 of 2	100.00	YES
8B	Asian	3.66	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	Hispanic	5.47	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	American Indian	3.36	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED

Note - no goal was required for categories not listed above.

* YES = within one person of exceeding goal

LIMITED = Limited Opportunities. This indicates the placement goal percent multiplied by total opportunities to the job group was less than one person

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Share of Opportunities

Page 1 of 4

Job Group	Target Group	Prior Avail	New Hire #	New Hire %	Promotion #	Promotion %	Total Opps #	Total Opps %	Achieved?*
1A	Total Minorities	11.31	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	Female	44.63	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	Black	1.46	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	Asian	4.56	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	Hispanic	2.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1A	American Indian	1.85	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
1B	Total Minorities	10.19	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1B	Female	41.03	2 of 2	100.00	1 of 2	50.00	3 of 4	75.00	YES
1B	Black	1.53	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1B	Asian	3.61	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1B	Hispanic	2.91	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1B	American Indian	1.38	0 of 2	0.00	0 of 2	0.00	0 of 4	0.00	LIMITED
1C	Total Minorities	8.30	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
1C	Female	33.42	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
1C	Black	2.83	1 of 1	100.00	0 of 1	0.00	1 of 2	50.00	YES
1C	Asian	1.52	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
1C	Hispanic	1.96	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
1C	American Indian	1.33	0 of 1	0.00	0 of 1	0.00	0 of 2	0.00	LIMITED
2A	Total Minorities	12.16	6 of 20	30.00	1 of 4	25.00	7 of 24	29.17	YES
2A	Female	41.28	10 of 20	50.00	1 of 4	25.00	11 of 24	45.83	YES
2A	Black	2.79	2 of 20	10.00	0 of 4	0.00	2 of 24	8.33	YES
2A	Asian	4.24	1 of 20	5.00	0 of 4	0.00	1 of 24	4.17	YES
2A	Hispanic	2.99	2 of 20	10.00	0 of 4	0.00	2 of 24	8.33	YES
2A	American Indian	1.67	0 of 20	0.00	0 of 4	0.00	0 of 24	0.00	LIMITED
2B	Total Minorities	12.47	7 of 21	33.33	0 of 6	0.00	7 of 27	25.93	YES
2B	Female	55.49	11 of 21	52.38	6 of 6	100.00	17 of 27	62.96	YES
2B	Black	2.52	3 of 21	14.29	0 of 6	0.00	3 of 27	11.11	YES
2B	Asian	4.37	0 of 21	0.00	0 of 6	0.00	0 of 27	0.00	NO
2B	Hispanic	3.41	3 of 21	14.29	0 of 6	0.00	3 of 27	11.11	YES
2B	American Indian	1.39	1 of 21	4.76	0 of 6	0.00	1 of 27	3.70	YES
2B1	Total Minorities	9.39	2 of 12	16.67	1 of 1	100.00	3 of 13	23.08	YES
2B1	Female	84.93	11 of 12	91.67	1 of 1	100.00	12 of 13	92.31	YES
2B1	Black	1.45	1 of 12	8.33	0 of 1	0.00	1 of 13	7.69	YES
2B1	Asian	4.35	0 of 12	0.00	0 of 1	0.00	0 of 13	0.00	LIMITED
2B1	Hispanic	1.67	0 of 12	0.00	0 of 1	0.00	0 of 13	0.00	LIMITED

Share of Opportunities

Job Group	Target Group	Prior Avail	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
2B1	American Indian	1.20	0 of 12	0.00	1 of 1	100.00	1 of 13	7.69	YES
2C	Total Minorities	14.94	1 of 6	16.67	0 of 0	0.00	1 of 6	16.67	YES
2C	Female	54.17	4 of 6	66.67	0 of 0	0.00	4 of 6	66.67	YES
2C	Black	2.10	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
2C	Asian	3.70	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
2C	Hispanic	6.59	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
2C	American Indian	1.74	0 of 6	0.00	0 of 0	0.00	0 of 6	0.00	LIMITED
3A	Total Minorities	13.65	1 of 4	25.00	0 of 1	0.00	1 of 5	20.00	YES
3A	Female	40.26	4 of 4	100.00	1 of 1	100.00	5 of 5	100.00	YES
3A	Black	3.21	0 of 4	0.00	0 of 1	0.00	0 of 5	0.00	LIMITED
3A	Asian	4.13	1 of 4	25.00	0 of 1	0.00	1 of 5	20.00	YES
3A	Hispanic	3.48	0 of 4	0.00	0 of 1	0.00	0 of 5	0.00	LIMITED
3A	American Indian	1.80	0 of 4	0.00	0 of 1	0.00	0 of 5	0.00	LIMITED
3B	Total Minorities	15.78	3 of 6	50.00	0 of 1	0.00	3 of 7	42.86	YES
3B	Female	63.62	4 of 6	66.67	0 of 1	0.00	4 of 7	57.14	YES
3B	Black	3.31	1 of 6	16.67	0 of 1	0.00	1 of 7	14.29	YES
3B	Asian	4.88	1 of 6	16.67	0 of 1	0.00	1 of 7	14.29	YES
3B	Hispanic	4.97	0 of 6	0.00	0 of 1	0.00	0 of 7	0.00	LIMITED
3B	American Indian	1.52	0 of 6	0.00	0 of 1	0.00	0 of 7	0.00	LIMITED
3C	Total Minorities	14.28	0 of 1	0.00	0 of 0	0.00	0 of 1	0.00	LIMITED
3C	Female	59.19	1 of 1	100.00	0 of 0	0.00	1 of 1	100.00	YES
3C	Black	2.72	0 of 1	0.00	0 of 0	0.00	0 of 1	0.00	LIMITED
3C	Asian	4.41	0 of 1	0.00	0 of 0	0.00	0 of 1	0.00	LIMITED
3C	Hispanic	4.85	0 of 1	0.00	0 of 0	0.00	0 of 1	0.00	LIMITED
3C	American Indian	1.42	0 of 1	0.00	0 of 0	0.00	0 of 1	0.00	LIMITED
4A	Total Minorities	14.65	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Female	25.60	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Black	2.52	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Asian	2.52	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	Hispanic	3.52	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4A	American Indian	5.16	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	Total Minorities	16.05	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	Female	29.35	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	Black	2.77	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	Asian	2.71	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	Hispanic	4.07	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4B	American Indian	5.50	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
4C	Total Minorities	16.74	1 of 3	33.33	0 of 2	0.00	1 of 5	20.00	YES

Share of Opportunities

Job Group	Target Group	Prior Avail	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
4C	Female	30.02	0 of 3	0.00	1 of 2	50.00	1 of 5	20.00	YES
4C	Black	2.58	1 of 3	33.33	0 of 2	0.00	1 of 5	20.00	YES
4C	Asian	3.04	0 of 3	0.00	0 of 2	0.00	0 of 5	0.00	LIMITED
4C	Hispanic	4.16	0 of 3	0.00	0 of 2	0.00	0 of 5	0.00	LIMITED
4C	American Indian	5.82	0 of 3	0.00	0 of 2	0.00	0 of 5	0.00	LIMITED
5A	Total Minorities	13.02	2 of 4	50.00	0 of 0	0.00	2 of 4	50.00	YES
5A	Female	67.20	3 of 4	75.00	0 of 0	0.00	3 of 4	75.00	YES
5A	Black	3.00	1 of 4	25.00	0 of 0	0.00	1 of 4	25.00	YES
5A	Asian	3.55	0 of 4	0.00	0 of 0	0.00	0 of 4	0.00	LIMITED
5A	Hispanic	3.88	1 of 4	25.00	0 of 0	0.00	1 of 4	25.00	YES
5A	American Indian	1.74	0 of 4	0.00	0 of 0	0.00	0 of 4	0.00	LIMITED
5B	Total Minorities	10.89	7 of 22	31.82	1 of 2	50.00	8 of 24	33.33	YES
5B	Female	69.42	16 of 22	72.73	2 of 2	100.00	18 of 24	75.00	YES
5B	Black	0.98	0 of 22	0.00	0 of 2	0.00	0 of 24	0.00	LIMITED
5B	Asian	3.58	1 of 22	4.55	1 of 2	50.00	2 of 24	8.33	YES
5B	Hispanic	2.63	6 of 22	27.27	0 of 2	0.00	6 of 24	25.00	YES
5B	American Indian	2.92	0 of 22	0.00	0 of 2	0.00	0 of 24	0.00	LIMITED
6A	Total Minorities	14.88	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	Female	78.61	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	Black	2.19	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	Asian	5.34	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	Hispanic	3.95	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6A	American Indian	2.34	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
6B	Total Minorities	15.23	0 of 3	0.00	1 of 5	20.00	1 of 8	12.50	YES
6B	Female	81.84	2 of 3	66.67	5 of 5	100.00	7 of 8	87.50	YES
6B	Black	2.57	0 of 3	0.00	1 of 5	20.00	1 of 8	12.50	YES
6B	Asian	5.16	0 of 3	0.00	0 of 5	0.00	0 of 8	0.00	LIMITED
6B	Hispanic	4.12	0 of 3	0.00	0 of 5	0.00	0 of 8	0.00	LIMITED
6B	American Indian	2.37	0 of 3	0.00	0 of 5	0.00	0 of 8	0.00	LIMITED
6C	Total Minorities	14.16	1 of 7	14.29	0 of 0	0.00	1 of 7	14.29	YES
6C	Female	83.84	6 of 7	85.71	0 of 0	0.00	6 of 7	85.71	YES
6C	Black	3.47	0 of 7	0.00	0 of 0	0.00	0 of 7	0.00	LIMITED
6C	Asian	4.14	0 of 7	0.00	0 of 0	0.00	0 of 7	0.00	LIMITED
6C	Hispanic	3.98	1 of 7	14.29	0 of 0	0.00	1 of 7	14.29	YES
6C	American Indian	1.25	0 of 7	0.00	0 of 0	0.00	0 of 7	0.00	LIMITED
7A	Total Minorities	10.69	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7A	Female	7.21	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7A	Black	1.82	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7A	Asian	1.79	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS

Share of Opportunities

Job Group	Target Group	Prior Avail	New Hire		Promotion		Total Opps		Achieved?*
			#	%	#	%	#	%	
7A	Hispanic	4.19	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7A	American Indian	1.69	0 of 0	0.00	0 of 0	0.00	0 of 0	0.00	NO OPPS
7B	Total Minorities	12.99	1 of 3	33.33	0 of 0	0.00	1 of 3	33.33	YES
7B	Female	9.99	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	LIMITED
7B	Black	2.07	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	LIMITED
7B	Asian	3.22	1 of 3	33.33	0 of 0	0.00	1 of 3	33.33	YES
7B	Hispanic	5.31	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	LIMITED
7B	American Indian	1.56	0 of 3	0.00	0 of 0	0.00	0 of 3	0.00	LIMITED
8A	Total Minorities	16.27	0 of 0	0.00	1 of 1	100.00	1 of 1	100.00	YES
8A	Female	36.08	0 of 0	0.00	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	Black	2.04	0 of 0	0.00	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	Asian	3.83	0 of 0	0.00	1 of 1	100.00	1 of 1	100.00	YES
8A	Hispanic	7.44	0 of 0	0.00	0 of 1	0.00	0 of 1	0.00	LIMITED
8A	American Indian	2.30	0 of 0	0.00	0 of 1	0.00	0 of 1	0.00	LIMITED
8B	Total Minorities	17.28	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	Female	23.52	2 of 2	100.00	0 of 0	0.00	2 of 2	100.00	YES
8B	Black	3.47	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	Asian	3.66	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	Hispanic	5.47	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED
8B	American Indian	3.36	0 of 2	0.00	0 of 0	0.00	0 of 2	0.00	LIMITED

* YES = within one person of exceeding prior avail

LIMITED = Limited Opportunities. This indicates the prior avail percent multiplied by total opportunities to the job group was less than one person.

Personnel Action Summaries

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--New Hires by Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
1B Mid Level Management	2	0	2	0	0	0	0	2
1C Entry Level Management	1	1	1	1	0	0	0	0
EEO 1 % Tot	3	1 33.33	3 100.00	1 33.33	0 0.00	0 0.00	0 0.00	2 66.67
2A Senior Level Professionals	20	6	10	2	1	2	0	14
2B Mid Level Professionals	21	7	11	3	0	3	1	14
2B1 Mid Level Health Professionals	12	2	11	1	0	0	0	10
2C Entry Level Professionals	6	1	4	0	0	0	0	5
EEO 2 % Tot	59	16 27.12	36 61.02	6 10.17	1 1.69	5 8.47	1 1.69	43 72.88
3A Senior Level Technician	4	1	4	0	1	0	0	3
3B Mid Level Technician	6	3	4	1	1	0	0	3
3C Entry Level Technician	1	0	1	0	0	0	0	1
EEO 3 % Tot	11	4 36.36	9 81.82	1 9.09	2 18.18	0 0.00	0 0.00	7 63.64
4C Entry Level Official	3	1	0	1	0	0	0	2
EEO 4 % Tot	3	1 33.33	0 0.00	1 33.33	0 0.00	0 0.00	0 0.00	2 66.67
5A Senior/ Mid Level Support	4	2	3	1	0	1	0	2
5B Entry Level Support	22	7	16	0	1	6	0	15

Personnel Action Summaries--New Hires by Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
EEO 5 % Tot	26	9 34.62	19 73.08	1 3.85	1 3.85	7 26.92	0 0.00	17 65.38
6B Mid Level Clerical	3	0	2	0	0	0	0	3
6C Entry Level Clerical	7	1	6	0	0	1	0	6
EEO 6 % Tot	10	1 10.00	8 80.00	0 0.00	0 0.00	1 10.00	0 0.00	9 90.00
7B Entry Level Craft	3	1	0	0	1	0	0	2
EEO 7 % Tot	3	1 33.33	0 0.00	0 0.00	1 33.33	0 0.00	0 0.00	2 66.67
8B Entry Level Maintenance	2	0	2	0	0	0	0	2
EEO 8 % Tot	2	0 0.00	2 100.00	0 0.00	0 0.00	0 0.00	0 0.00	2 100.00
Report Total % Tot	117	33 28.21	77 65.81	10 8.55	5 4.27	13 11.11	1 0.85	84 71.79

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--Promotions from/within Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
1C Entry Level Management	1	0	1	0	0	0	0	1
EEO 1 % Tot	1	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
2A Senior Level Professionals	3	0	2	0	0	0	0	3
2B Mid Level Professionals	17	1	9	0	0	0	0	16
2B1 Mid Level Health Professionals	3	0	3	0	0	0	0	3
2C Entry Level Professionals	1	0	1	0	0	0	0	1
EEO 2 % Tot	24	1 4.17	15 62.50	0 0.00	0 0.00	0 0.00	0 0.00	23 95.83
3C Entry Level Technician	1	1	1	0	0	0	1	0
EEO 3 % Tot	1	1 100.00	1 100.00	0 0.00	0 0.00	0 0.00	1 100.00	0 0.00
5A Senior/ Mid Level Support	1	0	1	0	0	0	0	1
5B Entry Level Support	8	4	5	1	0	3	0	4
EEO 5 % Tot	9	4 44.44	6 66.67	1 11.11	0 0.00	3 33.33	0 0.00	5 55.56
6B Mid Level Clerical	4	1	4	0	1	0	0	3
6C Entry Level Clerical	6	1	6	1	0	0	0	5

Personnel Action Summaries--Promotions from/within Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
EEO 6 % Tot	10	2 20.00	10 100.00	1 10.00	1 10.00	0 0.00	0 0.00	8 80.00
7A Senior/Mid Level Craft	1	1	0	0	1	0	0	0
7B Entry Level Craft	1	0	0	0	0	0	0	1
EEO 7 % Tot	2	1 50.00	0 0.00	0 0.00	1 50.00	0 0.00	0 0.00	1 50.00
8B Entry Level Maintenance	1	0	1	0	0	0	0	1
EEO 8 % Tot	1	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
Report Total % Tot	48	9 18.75	34 70.83	2 4.17	2 4.17	3 6.25	1 2.08	39 81.25

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--Promotions to/within Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group		Total							
EEO Category		Emp	Min	Fem	Blk	Asi	His	Ind	Wht
1B	Mid Level Management	2	0	1	0	0	0	0	2
1C	Entry Level Management	2	0	1	0	0	0	0	2
EEO 1		4	0	2	0	0	0	0	4
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
2A	Senior Level Professionals	6	1	2	0	0	0	0	5
2B	Mid Level Professionals	17	0	14	0	0	0	0	17
2B1	Mid Level Health Professionals	1	1	1	0	0	0	1	0
EEO 2		24	2	17	0	0	0	1	22
% Tot			8.33	70.83	0.00	0.00	0.00	4.17	91.67
3A	Senior Level Technician	1	0	1	0	0	0	0	1
3B	Mid Level Technician	1	0	0	0	0	0	0	1
EEO 3		2	0	1	0	0	0	0	2
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
4C	Entry Level Official	2	0	1	0	0	0	0	2
EEO 4		2	0	1	0	0	0	0	2
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
5A	Senior/ Mid Level Support	1	0	1	0	0	0	0	1
5B	Entry Level Support	6	5	4	1	1	3	0	1

Personnel Action Summaries--Promotions to/within Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
EEO 5 % Tot	7	5 71.43	5 71.43	1 14.29	1 14.29	3 42.86	0 0.00	2 28.57
6B Mid Level Clerical	8	1	8	1	0	0	0	7
EEO 6 % Tot	8	1 12.50	8 100.00	1 12.50	0 0.00	0 0.00	0 0.00	7 87.50
8A Senior/ Mid Level Maintenance	1	1	0	0	1	0	0	0
EEO 8 % Tot	1	1 100.00	0 0.00	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00
Report Total % Tot	48	9 18.75	34 70.83	2 4.17	2 4.17	3 6.25	1 2.08	39 81.25

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--Promotions to/changing Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group		Total							
EEO Category		Emp	Min	Fem	Blk	Asi	His	Ind	Wht
1B	Mid Level Management	2	0	1	0	0	0	0	2
1C	Entry Level Management	1	0	0	0	0	0	0	1
EEO 1		3	0	1	0	0	0	0	3
% Tot			0.00	33.33	0.00	0.00	0.00	0.00	100.00
2A	Senior Level Professionals	4	1	1	0	0	0	0	3
2B	Mid Level Professionals	6	0	6	0	0	0	0	6
2B1	Mid Level Health Professionals	1	1	1	0	0	0	1	0
EEO 2		11	2	8	0	0	0	1	9
% Tot			18.18	72.73	0.00	0.00	0.00	9.09	81.82
3A	Senior Level Technician	1	0	1	0	0	0	0	1
3B	Mid Level Technician	1	0	0	0	0	0	0	1
EEO 3		2	0	1	0	0	0	0	2
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
4C	Entry Level Official	2	0	1	0	0	0	0	2
EEO 4		2	0	1	0	0	0	0	2
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
5B	Entry Level Support	2	1	2	0	1	0	0	1
EEO 5		2	1	2	0	1	0	0	1
% Tot			50.00	100.00	0.00	50.00	0.00	0.00	50.00

Personnel Action Summaries--Promotions to/changing Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group		Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
EEO Category									
6B	Mid Level Clerical	5	1	5	1	0	0	0	4
EEO 6		5	1	5	1	0	0	0	4
% Tot			20.00	100.00	20.00	0.00	0.00	0.00	80.00
8A	Senior/ Mid Level Maintenance	1	1	0	0	1	0	0	0
EEO 8		1	1	0	0	1	0	0	0
% Tot			100.00	0.00	0.00	100.00	0.00	0.00	0.00
Report Total		26	5	18	1	2	0	1	21
% Tot			19.23	69.23	3.85	7.69	0.00	3.85	80.77

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Personnel Action Summaries--Transfers from/within Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
1B Mid Level Management	2	0	1	0	0	0	0	2
EEO 1 % Tot	2	0.00	50.00	0.00	0.00	0.00	0.00	100.00
2A Senior Level Professionals	15	4	9	2	1	1	0	11
2B Mid Level Professionals	29	3	17	1	1	1	0	26
2B1 Mid Level Health Professionals	8	1	6	1	0	0	0	7
2C Entry Level Professionals	2	0	1	0	0	0	0	2
EEO 2 % Tot	54	8 14.81	33 61.11	4 7.41	2 3.70	2 3.70	0 0.00	46 85.19
3A Senior Level Technician	1	0	1	0	0	0	0	1
3B Mid Level Technician	1	0	1	0	0	0	0	1
EEO 3 % Tot	2	0.00	100.00	0.00	0.00	0.00	0.00	100.00
5A Senior/ Mid Level Support	4	0	2	0	0	0	0	4
5B Entry Level Support	13	1	9	0	0	0	1	12
EEO 5 % Tot	17	1 5.88	11 64.71	0 0.00	0 0.00	0 0.00	1 5.88	16 94.12
6A Senior Level Clerical	1	0	1	0	0	0	0	1
6B Mid Level Clerical	8	1	8	1	0	0	0	7
6C Entry Level Clerical	21	5	17	1	0	4	0	16

Personnel Action Summaries--Transfers from/within Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category	Total Emp	Min	Fem	Blk	Asi	His	Ind	Wht
EEO 6 % Tot	30	6 20.00	26 86.67	2 6.67	0 0.00	4 13.33	0 0.00	24 80.00
7B Entry Level Craft	4	1	1	0	0	0	1	3
EEO 7 % Tot	4	1 25.00	1 25.00	0 0.00	0 0.00	0 0.00	1 25.00	3 75.00
8B Entry Level Maintenance	1	0	1	0	0	0	0	1
EEO 8 % Tot	1	0 0.00	1 100.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
Report Total % Tot	110	16 14.55	75 68.18	6 5.45	2 1.82	6 5.45	2 1.82	94 85.45

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--Terminations by Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group		Total	Min	Fem	Blk	Asi	His	Ind	Wht
EEO Category									
1A	Executive Management	2	0	1	0	0	0	0	2
1B	Mid Level Management	12	2	6	0	0	1	0	10
1C	Entry Level Management	1	0	1	0	0	0	0	1
EEO 1		15	2	8	0	0	1	0	13
% Tot			13.33	53.33	0.00	0.00	6.67	0.00	86.67
2A	Senior Level Professionals	21	5	9	3	1	1	0	16
2B	Mid Level Professionals	45	9	20	5	3	1	0	36
2B1	Mid Level Health Professionals	12	2	10	1	0	0	0	10
2C	Entry Level Professionals	3	0	1	0	0	0	0	3
EEO 2		81	16	40	9	4	2	0	65
% Tot			19.75	49.38	11.11	4.94	2.47	0.00	80.25
3A	Senior Level Technician	4	2	3	1	0	1	0	2
3B	Mid Level Technician	6	2	3	1	0	1	0	4
3C	Entry Level Technician	3	1	2	0	0	1	0	2
EEO 3		13	5	8	2	0	3	0	8
% Tot			38.46	61.54	15.38	0.00	23.08	0.00	61.54
4B	Mid Level Management	1	0	0	0	0	0	0	1
4C	Entry Level Official	18	1	4	0	1	0	0	17
EEO 4		19	1	4	0	1	0	0	18
% Tot			5.26	21.05	0.00	5.26	0.00	0.00	94.74

Personnel Action Summaries--Terminations by Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group EEO Category		Total	Min	Fem	Blk	Asi	His	Ind	Wht
5A	Senior/ Mid Level Support	2	1	2	0	0	1	0	1
5B	Entry Level Support	19	4	13	0	0	4	0	15
EEO 5 % Tot		21	5 23.81	15 71.43	0 0.00	0 0.00	5 23.81	0 0.00	16 76.19
6B	Mid Level Clerical	13	4	9	3	0	0	0	9
6C	Entry Level Clerical	17	5	15	2	0	3	0	12
EEO 6 % Tot		30	9 30.00	24 80.00	5 16.67	0 0.00	3 10.00	0 0.00	21 70.00
7B	Entry Level Craft	3	1	0	0	0	0	1	2
EEO 7 % Tot		3	1 33.33	0 0.00	0 0.00	0 0.00	0 0.00	1 33.33	2 66.67
8A	Senior/ Mid Level Maintenance	1	0	0	0	0	0	0	1
EEO 8 % Tot		1	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	0 0.00	1 100.00
Report Total % Tot		183	39 21.31	99 54.10	16 8.74	5 2.73	14 7.65	1 0.55	144 78.69

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006 All Regular

Personnel Action Summaries--Involuntary Terms by Job Group

Page 1 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group		Total	Min	Fem	Blk	Asi	His	Ind	Wht
EEO Category									
2A	Senior Level Professionals	3	0	1	0	0	0	0	3
2B	Mid Level Professionals	10	2	5	2	0	0	0	8
2B1	Mid Level Health Professionals	1	0	1	0	0	0	0	1
EEO 2		14	2	7	2	0	0	0	12
% Tot			14.29	50.00	14.29	0.00	0.00	0.00	85.71
3B	Mid Level Technician	2	1	1	1	0	0	0	1
3C	Entry Level Technician	1	0	1	0	0	0	0	1
EEO 3		3	1	2	1	0	0	0	2
% Tot			33.33	66.67	33.33	0.00	0.00	0.00	66.67
4C	Entry Level Official	2	0	1	0	0	0	0	2
EEO 4		2	0	1	0	0	0	0	2
% Tot			0.00	50.00	0.00	0.00	0.00	0.00	100.00
5B	Entry Level Support	3	1	1	0	0	1	0	2
EEO 5		3	1	1	0	0	1	0	2
% Tot			33.33	33.33	0.00	0.00	33.33	0.00	66.67
6B	Mid Level Clerical	3	2	2	2	0	0	0	1
6C	Entry Level Clerical	5	1	5	0	0	1	0	4
EEO 6		8	3	7	2	0	1	0	5
% Tot			37.50	87.50	25.00	0.00	12.50	0.00	62.50

Personnel Action Summaries--Involuntary Terms by Job Group

Page 2 of 2

For Period: 7/1/2006 to 12/31/2006

Job Group									
EEO Category		Total	Min	Fem	Blk	Asi	His	Ind	Wht
7B	Entry Level Craft	1	0	0	0	0	0	0	1
EEO 7		1	0	0	0	0	0	0	1
% Tot			0.00	0.00	0.00	0.00	0.00	0.00	100.00
8A	Senior/ Mid Level Maintenance	1	0	0	0	0	0	0	1
EEO 8		1	0	0	0	0	0	0	1
% Tot			0.00	0.00	0.00	0.00	0.00	0.00	100.00
Report Total		32	7	18	5	0	2	0	25
% Tot			21.88	56.25	15.63	0.00	6.25	0.00	78.13

Multnomah County, Oregon

Multnomah County

July 1, 2006 - December 31, 2006_All Regular

Personnel Action Summaries--Terminations by Termination Code

Page 1 of 1

For Period: 7/1/2006 to 12/31/2006

Code/Reason	Total	Min	Fem	Blk	Asi	His	Ind	Wht
1 V-Other Employment	46	10	22	1	4	2	0	36
10 V-Personal Health	3	0	1	0	0	0	0	3
11 V-School	7	2	6	0	0	2	0	5
13 V-Working Hours	1	0	1	0	0	0	0	1
14 V-Other Voluntary Resignation	41	9	20	4	1	4	0	32
2 V-Permanent Disability	1	0	1	0	0	0	0	1
21 I-Prob Dis/Dischg/Invol Resig	13	5	8	3	0	2	0	8
22 I-End Temp/On-Call/Limitd Dur	1	1	0	1	0	0	0	0
24 I-Layoff/Position Eliminated	9	1	7	1	0	0	0	8
25 I-Performance Exp. Not Met	1	0	0	0	0	0	0	1
26 I-Policy Violation	4	0	0	0	0	0	0	4
27 I-Other Invol. Termination	2	0	1	0	0	0	0	2
28 Look in File - further info.	1	0	1	0	0	0	0	1
3 V-Retirement (reg. or disab)	40	8	21	4	0	3	1	32
30 Probationary - Layoff	1	0	1	0	0	0	0	1
4 V-Family Demands-Staying Home	7	2	7	1	0	1	0	5
6 V-Issues with Manager	1	1	0	1	0	0	0	0
8 V-Job Abandonment	3	0	2	0	0	0	0	3
9 V-Death	1	0	0	0	0	0	0	1
Report Total	183	39	99	16	5	14	1	144
% Tot		21.31	54.10	8.74	2.73	7.65	0.55	78.69

KEY FINDINGS

Regular Full-time & Part-time Employee Information Reporting Period 0706_1206

- Multnomah County has a total of 4,448 regular full-time/part-time employees, of which – 1,747 (39.28%) are males, 2,701 (60.72%) females, and 932 (20.95%) are minorities.
- Multnomah County percentages compare favorably with both the population and workforce percentages – Males (County – 39.3, Population – 49.7, and Labor Force – 54.6); Females (County – 60.7, Population – 50.8, and Labor Force – 45.4); and Minorities (County – 20.9, Population – 21.7, and Labor Force – 18.6).
- For specific racial comparisons, Multnomah County's workforce percentage compared to both the population and workforce percentage is as follows: Blacks (County – 6.8, Population – 5.1, and Labor Force – 2.4); Whites (County – 79.1, Population – 78.3, and Labor Force – 81.4); Asians (County – 5.3, Population – 6.0, and Labor Force 5.1); Hispanic (County – 6.4, Population – 7.4, and Labor Force – 8.2); and Indians (County – 0.8, Population – 0.9, and Labor Force – 0.8).
- Multnomah County has 79 staffed units, of which 64 (81.01%) are staffed with Minorities; 74 (93.67%) are staffed with Females; 50 (63.29%) are staffed with Blacks; 48 (60.76%) with Asians; 46 (52.23%) with Hispanics; and 22 (27.85%) with Indians.
- From the 79 staffed units, 50 have (10 or more employees) with a diversity make up as follows – Minorities make up 48 (96.0%); Females 50 (100.0%); Blacks 40 (80.0%); Asians 44 (88.0%); Hispanics 40 (80.0%); and Indians 19 (38.0%) of the staffing units.
- The MCSO-Corrections Unit has the largest number of employees with 519 (11.69%) of the total workforce and the ADS-Public Guardian, DCM-Office of Org'l Learning, DCS-CommSvcs EmergMgmt, DCS-Environmental Comp, each have the lowest with 1 (0.2%).
- Underutilization, using the 80% Rule, exist in job group categories as follows:

<u>Protected Group</u>	<u># of Categories</u>
Blacks	3
Asians	5
Native Americans	15
Hispanic	6
Total Minorities	3
Females	5

- Statistical significant underutilization is identified for females within the Mid-Level Health Professionals, Entry-Level Officials, and Entry-Level Craft job groups, and for Native Americans within the Senior Level Professionals, Mid-Level Management, Entry Level Officials, and Entry Level Support job groups based on current utilization and workforce availability comparisons.
- A total of 117 hirings occurred during the covered period, of which – 40 (34.19%) were males, 77 (65.81%) females, and 33 (28.21%) were minorities. Note: The County's percentage was above labor force availability for both females and minorities, representing positive recruitment efforts.
- A total of 183 employees terminated their employment with Multnomah County during the covered period. From this group, males accounted for 84 (45.90%), females 99 (54.10%), and minorities 39 (21.31%) of the terminations. Note: The numbers of terminations were greater than the numbered hired for all groups.
- The three major reasons employees left Multnomah County were due to other employment, other voluntary resignation and layoff/position eliminated.
- The three major reasons minorities left the organization were due to other employment other voluntary resignation and layoff/position eliminated.

- Goals to be set and information on goal performance is contained in the report.
- The majority of employees in Multnomah County, work in the Professionals job group (1,843), the lowest number is in the Services job group (62).

NOTE:

Special recruitment efforts should occur within the following **EEO categories** due to zero (0) utilization:

- Officials & Administrators job group has zero Native Americans



MULTNOMAH COUNTY

AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-11
Est. Start Time: 10:40 AM
Date Submitted: 04/18/07

Agenda Title: RESOLUTION Consenting to Department of State Lands Lease Under the New Sauvie Island Bridge

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

Requested Meeting Date: April 26, 2007 Amount of Time Needed: 5 minutes
Department: Non-Departmental Division: County Attorney
Contact(s): John S. Thomas, Deputy County Attorney
Phone: 503-988-3138 Ext. 83138 I/O Address: 503/500
Presenter(s): John S. Thomas, Deputy County Attorney

General Information

1. What action are you requesting from the Board?

Approve Resolution Consenting to Department of State Lands Lease Under the New Sauvie Island Bridge

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The County is acquiring property for the new Sauvie Island Bridge. The owner of the property over which the new bridge is being constructed operates a boat ramp that will be under the bridge when construction is completed. After the acquisition of the rights needed for the bridge the owner will be allowed to resume use of the boat ramp subject to the county's rights to construct, reconstruct, alter, improve, repair and maintain the bridge and subject to the easement rights of the County in an easement from the Department of State Lands. The State of Oregon has ownership of all property below ordinary high water adjacent to the property under the new Sauvie Island Bridge. As the riparian owner, the owner of the property under the new bridge has a right to lease the area below ordinary high water from the State of Oregon. In order to assure that the owner can use the boat ramp it is in the best interests of the County to consent to a lease of the area under the bridge below ordinary high water for limited use of the area for boating and boat ramp access and boat ramp purposes, provided no temporary or permanent structures are allowed under the bridge.

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

N/A

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

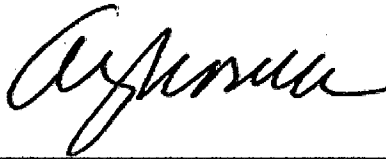
This resolution has been reviewed and approved by the Transportation Department and the County attorney

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

N/A

Required Signature

**Elected Official or
Department/
Agency Director:**

A handwritten signature in black ink, appearing to read "A. J. Smith", is written over a horizontal line.

Date: 04/18/07

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Consenting to Department of State Lands Lease under the New Sauvie Island Bridge

The Multnomah County Board of Commissioners Finds:

- a. Multnomah County is constructing a new Sauvie Island Bridge adjacent to the existing bridge.
- b. The owner of the property over which the new bridge is being constructed operates a boat ramp that will be under the bridge when construction is completed.
- c. The legal description for the property being acquired from the owner allows continued use of the boat ramp on the upland property after completion of the bridge subject to the county's rights to construct, reconstruct, alter, improve, repair and maintain the bridge.
- d. The State of Oregon has ownership of all property below ordinary high water adjacent to the property under the new Sauvie Island Bridge. Multnomah County has an easement from the Department of State Lands to construct and maintain the new bridge.
- e. As the riparian owner, the owner of the upland property under the new bridge has a right to lease the area below ordinary high water from the State of Oregon. The County is also acquiring rights in this area from the owner of the upland property. It is in the best interests of the County to consent to a lease for a limited use of the area under the bridge for boating and boat ramp access and boat ramp purposes, subject to the rights of Multnomah County acquired by agreement or condemnation in such area and subject to the easement rights of Multnomah County under the easement from the State of Oregon to Multnomah County for the new Sauvie Island Bridge.

The Multnomah County Board of Commissioners Resolves:

1. The Board of County Commissioners consents to a Department of State Lands lease of the area under the new Sauvie Island Bridge below ordinary high water to the upland owner for boat ramp, boat ramp access and boating purposes only, subject to the rights of Multnomah County acquired by agreement or condemnation in such area and subject to the easement rights of Multnomah County under the easement from the State of Oregon to Multnomah County for the new Sauvie Island Bridge.

2. The Chair is authorized to execute such documents as may be necessary to evidence the consent of the Board to the lease.

ADOPTED this 26th day of April 2007.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
John S. Thomas, Deputy County Attorney

SUBMITTED BY:
Agnes Sowle, County Attorney



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST (short form)

Board Clerk Use Only

Meeting Date: 04/26/07
Agenda Item #: R-12
Est. Start Time: 10:45 AM
Date Submitted: 03/20/07

Agenda Title: **RESOLUTION Adopting County Policies to Reduce Benzene Pollution**

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

Requested Meeting Date: April 26, 2007 **Amount of Time Needed:** 20 minutes
Department: Non-Departmental **Division:** Commissioner Jeff Cogen
Contact(s): Karol Collymore
Phone: 503-988-6786 **Ext.** 8-6786 **I/O Address:** 503/600
Presenter(s): Lisa Arkin-Oregon Toxics Alliance, Kevin Downing-DEQ, Molly Chidsey-Sustainability Office, Niki Hruska, Temp-Control

General Information

1. What action are you requesting from the Board?

Adoption of County policies to reduce benzene pollution.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

Benzene is a proven carcinogen used in gasoline. The Northwest has a 40% higher level of benzene pollution than anywhere else in the United States. The EPA recently ruled to reduce the level of benzene in gasoline in the Northwest by 2012. The reduction levels would still leave the Northwest exposed at twice the amount of the rest of the country. Multnomah County will lead the way to reducing this toxic particulate by not idling our vehicles or topping off our gasoline tanks. These small actions help reduce the overall impact of benzene. This action affects FLEET and the Sustainability department.

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

No impact.

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

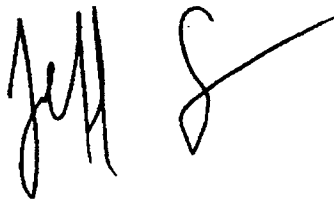
Policy issues include a roll out policy for FLEET to implement this resolution by June 5, 2007.

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

This resolution has business partners who have agreed to implement this policy including: New Seasons, Temp-Control Mechanical Corporation, Neil Kelly, Hoffman Corporation.

Required Signature

**Elected Official or
Department/
Agency Director:**

A handwritten signature in black ink, appearing to be 'JMS', is written over a horizontal line.

Date: 03/20/07

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. _____

Adopting County Policies to Reduce Benzene Pollution

The Multnomah County Board of Commissioners Finds:

- a. Protecting public health is a primary duty of Multnomah County, requiring it to take timely and appropriate actions to ensure that residents have clean air to breathe.
- b. The level of benzene, a known carcinogen, is well above safe levels in many Oregon communities.
- c. The principal source of this benzene in the ambient air is from automobile exhaust and the transfer of gasoline.
- d. The US Environmental Protection Agency (EPA) has recently adopted a rule to limit the level of benzene in gasoline in the Northwest by 2012. After 2012, the level of benzene in the Northwest will still be two times higher than the national safe average.
- e. The reduction of benzene vapors from idling engines and burning gas from tanks that are topped off can further reduce the levels in the ambient air around schools and provide improved air quality for residents.
- f. Encouraging and promoting efforts to reduce idling time and discouraging topping off cars' gasoline tanks.

The Multnomah County Board of Commissioners Resolves:

1. Is directed to adopt policies to diminish idling from County Fleet vehicles and commercial vehicles whenever reasonably possible, reduce idling time to no more than one minute in those vehicles, and eliminate topping off at County gasoline stations on County premises.
 - a. This policy should be written by the Office of County Management; specifically the Office of Sustainability and Fleet Management.
 - b. The Office of Sustainability and Fleet Management will present the Board with a final policy to be executed immediately no later than June 7, 2007.

2. Multnomah County will partner with the following private entities who will also adopt policies to diminish idling whenever reasonably possible from their fleet vehicles and topping off of gasoline tanks:
 - a. Elephants Deli
 - b. Hoffman Construction Inc.
 - c. Legacy Health Systems
 - d. Neil Kelly
 - e. New Seasons Markets
 - f. Providence Hospitals
 - g. Temp-Control Mechanical Corp.
3. Multnomah County, along with its private partners and the Oregon Toxics Alliance will educate and encourage county residents and schools to reduce idling and topping off.

ADOPTED this 26th day of April, 2007.

BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Ted Wheeler, Chair

REVIEWED:

AGNES SOLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By _____
Agnes Sole, County Attorney

SUBMITTED BY:

Ted Wheeler, Chair
Maria Rojo de Steffey, Commissioner, District 1
Jeff Cogen, Commissioner, District 2
Lisa Naito, Commissioner, District 3
Lonnie Roberts, Commissioner, District 4

BOGSTAD Deborah L

From: COLLYMORE Karol
Sent: Tuesday, April 24, 2007 3:38 PM
To: BOGSTAD Deborah L
Subject: change on presenters for benzene resolution

Hey Deb,
I have a change in the presenters:
Bruce Hope, Department of Environmental Quality
Lisa Arkin, Oregon Toxics Alliance
Molly Chidsey, Sustainability Office
Rich Swift, FLEET management

Thanks!

Karol Collymore

Communications and Project Manager

Multnomah County Commissioner Jeff Cogen, Dist. 2

503.988.6786 *direct*

503.988.5440 *fax*

karol.collymore@co.multnomah.or.us

<http://www.co.multnomah.or.us/cogen>

4/25/2007

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 07-073

Adopting County Policies to Reduce Benzene Pollution

The Multnomah County Board of Commissioners Finds:

- a. Protecting public health is a primary duty of Multnomah County, requiring it to take timely and appropriate actions to ensure that residents have clean air to breathe.
- b. The level of benzene, a known carcinogen, is well above safe levels in many Oregon communities.
- c. The principal source of this benzene in the ambient air is from automobile exhaust and the transfer of gasoline.
- d. The US Environmental Protection Agency (EPA) has recently adopted a rule to limit the level of benzene in gasoline in the Northwest by 2012. After 2012, the level of benzene in the Northwest will still be two times higher than the national safe average.
- e. The reduction of benzene vapors from idling engines and burning gas from tanks that are topped off can further reduce the levels in the ambient air around schools and provide improved air quality for residents.
- f. Encouraging and promoting efforts to reduce idling time and discouraging topping off cars' gasoline tanks.

The Multnomah County Board of Commissioners Resolves:

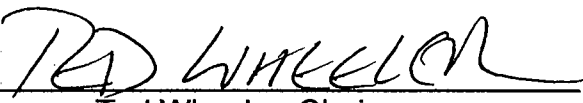
1. Is directed to adopt policies to diminish idling from County Fleet vehicles and commercial vehicles whenever reasonably possible, reduce idling time to no more than one minute in those vehicles, and eliminate topping off at County gasoline stations on County premises.
 - a. This policy should be written by the Office of County Management; specifically the Office of Sustainability and Fleet Management.
 - b. The Office of Sustainability and Fleet Management will present the Board with a final policy to be executed immediately no later than June 7, 2007.

2. Multnomah County will partner with the following private entities who will also adopt policies to diminish idling whenever reasonably possible from their fleet vehicles and topping off of gasoline tanks:
 - a. Elephants Deli
 - b. Hoffman Construction Inc.
 - c. Legacy Health Systems
 - d. Neil Kelly
 - e. New Seasons Markets
 - f. Providence Hospitals
 - g. Temp-Control Mechanical Corp.
3. Multnomah County, along with its private partners and the Oregon Toxics Alliance will educate and encourage county residents and schools to reduce idling and topping off.

ADOPTED this 26th day of April, 2007.

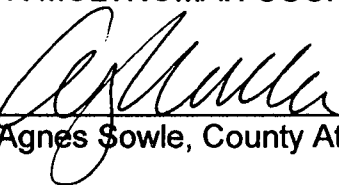


BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON


Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By 
Agnes Sowle, County Attorney

SUBMITTED BY:

Ted Wheeler, Chair
Maria Rojo de Steffey, Commissioner, District 1
Jeff Cogen, Commissioner, District 2
Lisa Naito, Commissioner, District 3
Lonnie Roberts, Commissioner, District 4