

IMPACT STATEMENT

Legislation title: Authorize the Bureau of Human Resources to establish processes and procedures necessary to support Affinity Group work and membership Citywide (Resolution)

Contact name: Cathy Bless

Contact phone: 503.823.5207

Presenter name: Cathy Bless

Purpose of proposed legislation and background information:

To allot up to one (1) hour of regularly scheduled work time monthly for employees who establish formal membership within an Affinity Group(s) to attend a meeting, ensuring the employee has time to travel to the meeting, and/or participate. Employees who have established membership can use up to twelve (12) hours of regularly scheduled work time per calendar year to host and/or plan special annual events and celebrations honoring the Affinity Group, and/or volunteer as a representative during Citywide New Employee Orientation events.

For employees who establish formal leadership/executive leadership roles within the Affinity Groups(s) can take up to two (2) hours of regularly scheduled work time monthly shall be allotted to perform tasks and attend meetings specifically related to their group and their leadership role.

Financial and budgetary impacts:

There is no financial impact for this ordinance approval. The impact would be reflected in productivity versus an actual hard cost.

Community impacts and community involvement:

This action is internal to City government processes.

100% Renewable Goal:**Budgetary Impact Worksheet****Does this action change appropriations?**

☐ **YES:** Please complete the information below.

☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount