

ORDINANCE No. 185041

*Amend the FY 2010-11 Budget to transfer funds and positions to the Office of Equity and Human Rights, establish the Office of Equity Director position, and create new positions. (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. As a commitment to achieving equity and to protecting human rights in City government, City Council created the Office of Equity and Human Rights (Office) by Substitute Ordinance 184880 as amended and approved on September 21, 2011.
2. Assuring equity and equal opportunity is a priority of the Portland City government. City leaders, bureaus and staff are committed to providing excellent services and opportunities to every Portlander.
3. As part of Ordinance 184880, the Office was charged with helping to evaluate government processes and programs in order to hold bureaus accountable in setting equity goals, to assist bureaus in setting metrics, design data collection and developing accountability reports, and working with private sector and community partners in a way that complements and supports the work already under way.
4. City Council charged the new office with establishment of a final workplan by March of 2012 and delivery of a progress report by April of 2012.
5. Amanda Fritz, the Commissioner in charge was directed to work with the Bureau of Human Resources to create a Classification for the Director of this new office. This was accomplished through Ordinance 184972 on November 2, 2011.
6. In order to accomplish the tasks set forth by Council and as adopted in new Code Section 3.128.030 Powers and Duties of the Director, it is essential that the creation of the Directors position and subsequent hiring occur.
7. A portion of the Office Budget of the proposed Office was appropriated as a Special Appropriation as part of the 2011-12 fiscal year budget per Resolution 36866, approved on June 16th, 2011.
8. As per Ordinance 184880, in order to support the purpose and the workplan of the newly formed Office, the unspent FY 2011-12 appropriations for the Equity Special Appropriation and for the Office of Human Relations will be transferred to the Office of Equity and Human Rights.
9. As per Ordinance 184880 personnel in the previous Office of Human Relations and in the Office of Neighborhood Involvement are to be transferred along with accompanying resources to the new Office of Equity.

10. The Portland City Council is committed to supporting the Office of Equity by ensuring it is strategically positioned within City government to coordinate between City Bureaus, assist with implementation, monitor compliance, foster accountability, and help the City become a leader in defining and achieving equitable outcomes and eliminating disparities.

NOW, THEREFORE, the Council directs:

- a. It is the intent of the City Council to achieve equity in City government policies, procedures and practice.
- b. Approval and establishment of the Office of Equity and Human Rights Director position; transfer of three positions from the Office of Human Relations and two positions from Office of Neighborhood Involvement (ONI) to the Office of Equity and Human Rights; and abolishment of the Office of Human Relations Director position.
- c. That remaining unspent funds of the 2011-12 Equity Special Appropriation, the Office of Human Relations unspent FY 2011-12 budget allocation, and half year of funding for the two ONI positions are transferred to the Office of Equity and Human Rights.
- d. That positions are established and transferred as needed and authorized by the Commissioner in charge based on the established budget and working with the Bureau of Human Resources.
- e. The FY 2011-12 budget is hereby amended as follows:

Office of Equity and Human Rights

Fund 100
Business Area – OE00
Bureau Program Expenses – \$915,430

Office of Human Relations

Fund 100
Business Area – HN00
Bureau Program Expenses – (\$308,500)

Office of Management and Finance

Fund 100
Business Area – MF00
Bureau Program Expenses – (\$520,000)

Office of Neighborhood Involvement

182041

Fund 100
Business Area – NI00
Bureau Program Expenses – (\$86,930)

Section 2. The Council declares that an emergency exists because a delay would significantly impede the hiring of the Director position of the Office of Equity and Human Rights as well as the staffing transfers from other City bureaus to the Office of Equity and Human Rights; therefore, this Ordinance shall be in full force and effect from and after its passage by Council.

DEC 07 2011

Passed by the Council:

Commissioner Fritz
Prepared by: Tom Bizeau
Date Prepared: Nov. 30, 2011

LaVonne Griffin-Valade
Auditor of the City of Portland

By 
Deputy

Agenda No. **ORDINANCE NO. 185041**
Title

*Amend the FY 2010-11 Budget to transfer funds and positions to the Office of Equity and Human Rights, establish the Office of Equity Director position, and create new positions. (Ordinance)

INTRODUCED BY Commissioner/Auditor: Commissioner Amanda Fritz	CLERK USE: DATE FILED <u>DEC 02 2011</u>
COMMISSIONER APPROVAL Mayor—Finance and Administration - Adams Position 1/Utilities - Fritz <i>Amanda Fritz</i> Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Leonard	LaVonne Griffin-Valade Auditor of the City of Portland By: <i>[Signature]</i> Deputy
BUREAU APPROVAL Bureau: Bureau Head:	ACTION TAKEN:
Prepared by: Commissioner Fritz Date Prepared: November 30, 2011	
Financial Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/> Not Required <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Council Meeting Date December 7th, 2011	
City Attorney Approval <i>JPR</i>	

AGENDA
TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)
CONSENT <input checked="" type="checkbox"/>
REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	✓	
2. Fish	✓	
3. Saltzman	✓	
4. Leonard	✓	_____
Adams	✓	