

ORDINANCE No. 185123

Extend the City 2008-2012 Equal Employment Opportunity Affirmative Action Plan for one additional year to June 30, 2013 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The historic experience of the City of Portland (the City), in providing the opportunity for full and equal participation of women and minorities in employment opportunities offered by the City under Affirmative Action, has demonstrated the value of such efforts with regard to increasing the effectiveness of the workforce and improving the work environment in the City; and
2. The development and implementation of an effective Affirmative Action Plan linked to a comprehensive business strategy of diversity development provides the best opportunity for the City to improve the delivery of services to its diverse citizens; and
3. This City Affirmative Action Plan uses census and City personnel data to compute availability of women and minorities within various job groups and identifies where underutilization may be occurring, indicating a need for additional affirmative action efforts; and
4. Compliance with Affirmative Action and Equal Employment Opportunity legislation, rules, and policies establishes direction, provides guidelines and supports organization change, increases diversity and cultural competency in the workforce, and reduces discrimination and harassment in the workplace; and
5. The City is a recipient of federal funding and is subject to review under various Equal Employment Opportunity compliance guidelines in accordance with Executive Order 11246, as amended 30 F.R. 12319, and title VI of the Civil Rights Act of 1964.

NOW, THEREFORE, the Council directs:

- a. The City of Portland 2008-2012 Equal Employment Opportunity Affirmative Action Plan is extended for an additional one year to June 30, 2013, and shall be annually reviewed and updated and/or revised as needed.

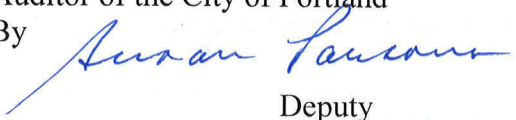
- b. The City of Portland 2008-2012 Equal Employment Opportunity Affirmative Action Plan takes precedence over any existing plans relating to equal employment opportunity and affirmative action employment practices.
- c. This ordinance is binding City policy.

JAN 25 2012

Passed by the Council:
Mayor Sam Adams
Office of Management and Finance
Prepared by: Yvonne L. Deckard: KS
Date Prepared: January 3, 2012

LaVonne Griffin-Valade
Auditor of the City of Portland

By


Deputy

70 95 ✓140

Agenda No.
ORDINANCE NO. 185123
Title

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<p>INTRODUCED BY Commissioner/Auditor: Mayor Sam Adams</p>	<p>CLERK USE: DATE FILED <u>JAN 12 2012</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p>	<p style="text-align: right;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u>[Signature]</u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham/ Yvonne L. Deckard</p>	<p>ACTION TAKEN:</p> <p>JAN 18 2012 PASSED TO SECOND READING JAN 25 2012 9:30 A.M.</p>
<p>Prepared by: Kathleen D. Saadat Date Prepared: January 3, 2012</p>	
<p>Financial Impact & Public Involvement Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p>Council Meeting Date January 18, 2012</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: 10 minutes (for presentation, testimony and discussion)</p>

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