

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF ADOPTING THE ) RESOLUTION NO. 83-436  
GOALS AND OBJECTIVES IN THE )  
AFFIRMATIVE ACTION PLAN AS THE ) Introduced by the  
APPROVED GOALS FOR FISCAL YEAR ) Executive Officer  
1983-84 )

WHEREAS, The Metro Equal Employment Opportunity Ordinance No. 83-166 and Affirmative Action Policy Statements have been adopted in Ordinance No. 83-166; and

WHEREAS, An analysis of the region's work force and comparison to the Metro work force has been completed as contained in the document titled "Affirmative Action Plan Technical Report," and that analysis has provided the basis for establishing goals; and

WHEREAS, The goals are an integral part of the Affirmative Action Plan to ensure Equal Employment Opportunities; now, therefore,

BE IT RESOLVED,

That the Council of the Metropolitan Service District shall use for the period July 1, 1983, through June 30, 1984, the Affirmative Action Goals and Objectives attached in Exhibit A.

ADOPTED by the Council of the Metropolitan Service District this 20th day of December, 1983.

  
\_\_\_\_\_  
Presiding Officer

DK/srb  
0235C/366  
11/07/83

EXHIBIT A

METRO AFFIRMATIVE ACTION GOALS

Long-Term Goal

To attain and maintain a Metro employee work force profile which reflects the representation of women and minorities in the Portland Metropolitan Statistical Area (PSMA) by the job categories of officials/managers, professional, technician, office clerical, and service/maintenance by the end of FY 1986-87.

FY 1983-84 Annual Goal<sup>a</sup>

To attain a Metro employee work force profile which is reflective of the 1982 reported representation of women and minorities within the work force of the PMSA.

Action Objective 1

By the end of FY 1983-84 maintain the percentage of women and minority employees in the job categories and funds in which the goal has been achieved or exceeded.

Action Objective 2

By the end of FY 1983-84 increase the percentage of women and minority employees in the job categories and funds in which the goal has not been achieved.

Overall Metro Status, Goals & Objectives by Job Category

<u>Job Category</u>	<u>Percent Women</u>			<u>Percent Minorities</u>		
	<u>Status</u>	<u>Goal</u>	<u>Objective<sup>b</sup></u>	<u>Status</u>	<u>Goal</u>	<u>Objective<sup>b</sup></u>
Officials/Managers	13.6	20.1	Incr.	0	2.9	Incr.
Professional	36.2	31.6	Maint.	2.1	4.2	Incr.
Technician	52.4	15.7	Maint.	6.3	4.4	Maint.
Office/Clerical	89.1	80.5	Maint.	15.2	4.3	Maint.
Service/Maintenance	46.4	66.9	Incr.	6.5	8.7	Incr.
Total	50.0	58.0	Incr.	6.6	5.1	Maint.

<sup>a</sup>Goals are promulgated as if there were no limitations on job availability. Measurement of objectives will reflect the actual vacancies.

<sup>b</sup> Maint. = Maintain  
Incr. = Increase

0235C/366  
11/07/83

METRO AFFIRMATIVE ACTION STATUS,  
GOALS AND OBJECTIVES BY FUND AND JOB CATEGORY FOR WOMEN

<u>Job Category</u>	<u>General Fund</u>			<u>Planning Fund</u>		
	<u>Status</u>	<u>Goal</u>	<u>Objective</u>	<u>Status</u>	<u>Goal</u>	<u>Objective</u>
	<u>(Percent Women)</u>			<u>(Percent Women)</u>		
Officials/Managers	28.6	20.1	Maint.	0	20.1	Incr.
Professional	8.2	31.6	Incr.	21.4	31.6	Incr.
Technician	33.3	15.7	Maint.	0	15.7	Incr.
Office/Clerical	93.3	80.5	Maint.	100.0	80.5	Maint.
Service/Maintenance	0	66.9	Incr.	N/A	N/A	N/A
Total	51.2	58.0	Incr.	38.1	58.0	Incr.

<u>Job Category</u>	<u>Solid Waste Fund</u>			<u>Zoo Fund</u>		
	<u>Status</u>	<u>Goal</u>	<u>Objective</u>	<u>Status</u>	<u>Goal</u>	<u>Objective</u>
	<u>(Percent Women)</u>			<u>(Percent Women)</u>		
Officials/Managers	0	20.1	Incr.	14.3	20.1	Incr.
Professional	57.1	31.6	Maint.	72.7	31.6	Maint.
Technician	100.0	15.7	Maint.	50.0	15.7	Maint.
Office/Clerical	76.9	80.5	Incr.	92.3	80.5	Maint.
Service/Maintenance	N/A	N/A	N/A	87.7	66.9	Maint.
Total	55.5	50.0	Maint.	50.4	58.0	Maint.

DK/srb  
0235C/366-8  
11/07/83

METRO AFFIRMATIVE ACTION STATUS,  
GOALS AND OBJECTIVES BY FUND AND JOB CATEGORY FOR MINORITIES

<u>Job Category</u>	<u>General Fund</u>			<u>Planning Fund</u>		
	<u>Status</u>	<u>Goal</u>	<u>Objective</u>	<u>Status</u>	<u>Goal</u>	<u>Objective</u>
	<u>(Percent Minorities)</u>			<u>(Percent Minorities)</u>		
Officials/Managers	0	2.9	Incr.	0	2.9	Incr.
Professional	6.6	4.2	Maint.	0	4.2	Incr.
Technician	0	4.4	Incr.	0	4.4	Incr.
Office/Clerical	13.3	4.3	Maint.	0	4.3	Incr.
Service/Maintenance	0	8.7	Incr.	N/A	N/A	N/A
<b>Total</b>	<b>7.3</b>	<b>5.1</b>	<b>Maint.</b>	<b>0</b>	<b>5.1</b>	<b>Incr.</b>

<u>Job Category</u>	<u>Solid Waste Fund</u>			<u>Zoo Fund</u>		
	<u>Status</u>	<u>Goal</u>	<u>Objective</u>	<u>Status</u>	<u>Goal</u>	<u>Objective</u>
	<u>(Percent Minorities)</u>			<u>(Percent Minorities)</u>		
Officials/Managers	0	2.9	Incr.	0	2.9	Incr.
Professional	0	4.2	Incr.	0	4.2	Incr.
Technician	0	4.4	Incr.	6.9	4.4	Maint.
Office/Clerical	30.8	4.3	Maint.	7.6	4.3	Maint.
Service/Maintenance	N/A	N/A	N/A	6.6	8.7	Incr.
<b>Total</b>	<b>14.8</b>	<b>5.1</b>	<b>Maint.</b>	<b>6.2</b>	<b>5.1</b>	<b>Maint.</b>

DK/srb  
0235C/366-9  
11/07/83