

BEFORE THE COUNCIL OF THE  
METROPOLITAN SERVICE DISTRICT

FOR THE PURPOSE OF ADOPTING THE ) RESOLUTION NO. 84-492  
GOALS AND OBJECTIVES IN THE )  
AFFIRMATIVE ACTION PLAN AS THE ) Introduced by the  
APPROVED GOALS FOR FISCAL YEAR ) Executive Officer  
1984-85 )

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 and will become an addendum to the document titled "Plan Narrative and Support Documentation," 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, 1984, through June 30, 1985, the Affirmative Action Goals and Objectives attached in Exhibit A.

ADOPTED by the Council of the Metropolitan Service District this 23rd day of August, 1984.

  
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Presiding Officer

AA/srb  
1775C/392-4  
08/14/83

EXHIBIT A

Overall Metro Status, Goals & Objectives by Job Category

	<u>No. of Pos.</u>	<u>07/01/84 Status (#)</u>	<u>07/01/84 Status (%)</u>	<u>Goal (%)</u>	<u>TOTAL METRO</u>		<u>This Year's Objective</u>
					<u>Stat. Goal</u>		
<u>PROTECTED CLASS -- MINORITIES</u>							
Officials/ Administrators	21	0	0	5.0	1.1		Increase
Professionals	73	1	1.4	5.4	3.9		Increase
Administrative Support	49	7	14.3	6.4	3.1		Maintain
Service/Food	121	8	6.6	10.8	13.1		Increase
Gardeners, Keepers and Support	66	4	6.1	9.6	6.3		Increase

	<u>No. of Pos.</u>	<u>07/01/84 Status (#)</u>	<u>07/01/84 Status (%)</u>	<u>Goal (%)</u>	<u>TOTAL METRO</u>		<u>This Year's Objective</u>
					<u>Stat. Goal</u>		
<u>PROTECTED CLASS -- FEMALE</u>							
Officials/ Administrators	21	3	14.3	33.2	7.0		Increase
Professionals	73	40	54.8	47.0	34.3		Maintain
Administrative Support	49	44	89.8	78.7	38.6		Maintain
Service/Food	121	70	57.0	63.2	76.5		Increase
Gardeners, Keepers and Support	66	20	30.3	21.2	14.0		Maintain

MAINTAIN = Maintain or exceed parity with workforce representation.  
 INCREASE = Increase representation as openings occur.

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, administrative support, service/food, gardeners, keepers and support by the end of FY 1988.

FY 1983-84 Annual Goal

To attain a Metro employee work force profile which is reflective of the 1980 reported representation of women and minorities within the work force of the PMSA.

Action Objective 1

By the end of FY 1984-85 maintain parity in job categories and funds which have met or exceeded the goal percentage of women and minorities.

Action Objective 2

By the end of FY 1984-85 increase the percentage of women and minority employees in the job categories and funds in which the goal has not been achieved.

REVIEW OF THE OUTCOME OF THE FY 1983-84  
AFFIRMATIVE ACTION GOALS AND OBJECTIVES  
ESTABLISHED BY RESOLUTION NO. 83-436, AND  
APPROVING RESOLUTION NO. 84-492 FOR ADOPTING  
AFFIRMATIVE ACTION GOALS AND OBJECTIVES FOR  
FY 1984-85

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Date: August 6, 1984

Presented by: Dick Karnuth and  
Art Andrews

FACTUAL BACKGROUND AND ANALYSIS

Adoption in December 1983 of Ordinance No. 83-166 committed Metro to an annual review of Affirmative Action Goals and Objectives. Resolution No. 83-436 established the Goals and Objectives for FY 1983-84 and Resolution No. 84-492 fulfills the requirement for FY 1984-84.

This Staff Report reviews FY 1983-84 and describes the proposed Goals and Objectives for FY 1984-85. Together with Resolution No. 84-492 it will form the basis for our annual affirmative action review which will be submitted to the Urban Mass Transportation Administration (UMTA), our cognizant agency.

Review of FY 1983-84

1. Our Affirmative Action Plan was approved by UMTA with a note that the, "Metropolitan Service District has provided an excellent Affirmative Action Plan...."

2. Vigorous Affirmative Action efforts in recruiting, mandated by Council and implemented by the Executive Officer, led to a marked increase in qualified applicants by members of protected classes.

3. Attrition was, however, high among members of protected classes. This left Metro with a small numerical decrease in some categories.

4. An additional analysis including tables displaying outcomes in comparison to the Goals and Objectives are available in a separate report.

FY 1984-85 Goals and Objectives

Background

A new data base from the State (based for the first time directly on the 1980 Census) altered both job categories and goals.



- Job categories in the new census required new classifications for many employees.
- Percentages of participation in the work force by protected classes was up significantly in many categories compared to last year's figures. For example, in the Officials/Managers (now Officials/Administrators), female percentages rose from 20.1 to 33.2, and minorities increased from 2.9 percent to 5.0 percent.

### Goals and Objectives

Current status with comparison to the workforce participation are displayed in Exhibit A of Resolution No. 84-492. The numerical goals have been raised in some categories as the result of the new data, but the underlying goal remains to achieve or exceed parity with the region's workforce.

### EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends the adoption of Resolution No. 84-492 which will establish Affirmative Action Goals and Objectives for FY 1984-85.

AA/srb  
1775C/392-4  
08/14/84