



**Diversity, Equity & Inclusion Advisory Committee
Zoom Online Meeting
Thursday, January 13, 2021
4:30 p.m. – Regular Meeting**

You may join online via Zoom Meeting:

<https://mcminnvilleoregon.zoom.us/j/93562400538?pwd=ZTBFeXRKUkpEWTY0MlRkdjRlcVQ0UT09>

Meeting ID: 935 6240 0538

Zoom Password: 609454

Or you can call in and listen via Zoom: +1 253 215 8782 (US)

Meeting ID: 935 6240 0538

Public Comments: If you wish to address the Diversity, Equity & Inclusion Advisory Committee on any item not on the agenda, you may respond as the Committee Chair calls for “Public Comment.” You may also submit written comment via email at any time up to 12:00 pm the day of the meeting to kylie.bayer@mcminnvilleoregon.gov, that email will be provided to Committee members and entered into the record at the meeting.

-
1. CALL TO ORDER (Committee Chair Christine Bader) [4:30]
 2. APPROVAL OF MINUTES (Committee Chair Christine Bader) [4:30]
 - a. Exhibit 1 – December 9, 2021, Meeting Minutes
 3. PUBLIC COMMENT (Committee Chair Christine Bader) [4:35]
 - a. The Chair will announce that any interested audience members are invited to provide comments. The Chair will read comments emailed to the HR Manager and then invite any person participating via Zoom to speak. The Chair may limit comments to 3 minutes per person for a total of 30 minutes.

Please submit requests for accommodations, including interpretation for people who are deaf or hard of hearing, at least 48 hours before the meeting to: Kylie Bayer, HR Manager (503) 434-7405.

4. DEPARTMENT HEAD INTRODUCTION (Scott Burke, Information Services Director) [4:40]
 - a. Discussion with Scott Burke about how DEI relates to the department's work.
5. RECRUITMENT OF NEW COMMITTEE MEMBERS (Committee Chair Christine Bader) [5:00]
 - a. Timeline, outreach, onboarding
6. CITY COUNCIL ENGAGEMENT (Councilor Zack Geary) [5:15]
 - a. Upcoming agenda items
 - b. DEAIC coverage of City Council meetings and work sessions
7. TRAINING UPDATE (Committee Member Larry Miller) [5:35]
8. DEIAC WORKPLAN/SUBCOMMITTEE UPDATES (Committee Chair Christine Bader) [5:45]
9. OTHER BUSINESS (Committee Chair Christine Bader) [5:40]
 - a. EEO-4 Report – Staff Liaison Kylie Bayer
 - i. Exhibit 2 – 2019 and 2021 EEO-4 Reports
 - b. Roundtable
10. Adjournment [6:00]

Please submit requests for accommodations, including interpretation for people who are deaf or hard of hearing, at least 48 hours before the meeting to: Kylie Bayer, HR Manager (503) 434-7405.

CITY OF McMinnville
MINUTES OF DIVERSITY, EQUITY & INCLUSION ADVISORY COMMITTEE
Held online via Zoom, McMinnville, Oregon

Thursday, December 9, 2021 at 4:30 p.m.

Presiding: Committee Chair Christine Bader

Recording Secretary: Kylie Bayer, Human Resources Manager

Committee Members: Present

Excused Absence

Maged Abo-Hebeish
Efrain Arredondo
Christine Bader
Remy Drabkin
Tony Lai
Larry Miller
Sarah Schwartz

Cecilia Flores
Tiffany Henness

Also present were Communications and Engagement Manager, Noelle Amaya; McMinnville School District Superintendent, Debbie Brockett; Human Resources Manager, Kylie Bayer; City Recorder, Claudia Cisneros;

- 1) **CALL TO ORDER:** Committee Chair Christine Bader called the meeting to order at 4:30 p.m. and welcomed all in attendance.
- 2) **APPROVAL OF MINUTES:** Remy Drabkin **MOVED** to approve the October 14, 2021, minutes. Sarah Schwartz **SECONDED**. Motion **PASSED** unanimously.
- 3) **PUBLIC COMMENT:** There were no public comments.
- 4) **MCMINNVILLE SCHOOL DISTRICT:** McMinnville School District Superintendent Debbie Brockett introduced herself and described her vision of serving students and supporting families in a proactive way. She described the new Family Resource Center and also took questions from the committee.
- 5) **DEPARTMENT HEAD PRESENTATION:** City Recorder Claudia Cisneros described how DEI relates to the City Recorder's work and shared information about her responsibilities as City Recorder. Claudia is an Oregon Latinos in Local Government board member and is working to advance inclusivity in local government in Oregon's Latino community. She is excited to prioritize bilingual public meetings and bilingual communications in the future.
- 6) **CITY COUNCIL ENGAGEMENT:**
 - a) The committee discussed ways to be more proactive and engaged with items on the City Council's agenda. Potential strategies include previous City Council agendas at DEIAC meetings, the City's Executive Team flagging items that would benefit from DEIAC

engagement, and proactively sending City Council meeting agendas/packets to the committee.

- 7) DEIAC WORKPLAN/SUBCOMMITTEE UPDATES: This item was not discussed and will be moved to a future meeting.
- 8) OTHER BUSINESS:
 - a) Training Update: Following the review of additional trainers the committee will make a recommendation about the direction for training.
 - b) DEIAC Membership:
 - i) Maged Abo-Hebeish and Cecilia Flores are stepping down. Maged expressed his gratitude for working with a talented group.
 - ii) New Committee Member Recruitment: Goal is to have new committee members approved for the March 2022 meeting.
- 9) ADJOURNMENT: Meeting adjourned at 6:01 pm.

s/s Kylie Bayer
Kylie Bayer, Human Resources Manager
Recorder

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4) EEOC Form 164					
Control Number: 41301380 Reporting Year: 2019					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State		<input type="checkbox"/> 2. County		<input checked="" type="checkbox"/> 3. City	
<input type="checkbox"/> 6. Other (Specify)				<input type="checkbox"/> 4. Township	
				<input type="checkbox"/> 5. Special District	
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION CITY OF MCMINNVILLE					
2. MAILING ADDRESS 230 NE SECOND STREET		CITY/TOWN MCMINNVILLE	COUNTY YAMHILL	STATE OR	ZIP 97128
C. FUNCTION					
1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and; GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)			8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
			9. HOUSING. Code enforcement, low-rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.			10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.		
3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)			11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.		
4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.			12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
5. FIRE PROTECTION. Duties of the uniformed fireforce and clerical employees. (Forest fire protection activities should be reported under function 6.)			13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.		
6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and; PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.			14. EMPLOYMENT SECURITY. State governments only.		
			15. OTHER (Specify.)		
7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.			X - SUMMARY FUNCTION SELECTED		

D. EMPLOYMENT DATA AS OF JUNE 30

Function 16 - SUMMARY

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	42. \$16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	43. \$20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	44. \$25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	45. \$33.0 - 42.9	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
	46. \$43.0 - 54.9	0	0	0	0	0	0	0	0	0	10	0	0	0	0	0	10
	47. \$55.0 - 69.9	0	1	0	0	0	0	0	0	0	4	0	0	0	0	0	5
	48. \$70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SKILLED CRAFT	49. \$0.1 - 15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	50. \$16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51. \$20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	52. \$25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	53. \$33.0 - 42.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	54. \$43.0 - 54.9	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
	55. \$55.0 - 69.9	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
	56. \$70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	58. \$16.0 - 19.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	59. \$20.0 - 24.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	60. \$25.0 - 32.9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	61. \$33.0 - 42.9	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2
	62. \$43.0 - 54.9	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3
	63. \$55.0 - 69.9	2	0	7	0	0	0	0	0	0	2	0	0	0	0	0	11
	64. \$70.0 PLUS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
65. TOTAL FULL-TIME (LINES 1-64)		11	3	184	2	0	0	0	0	61	0	0	0	0	0	261	
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS		0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	
67. PROFESSIONALS		0	0	2	0	0	0	0	0	5	0	0	0	0	0	7	
68. TECHNICIANS		0	1	0	0	0	0	0	0	2	0	0	0	0	0	3	
69. PROTECTIVE SERVICE		3	1	52	2	0	0	0	0	25	0	0	0	0	0	83	
70. PARAPROFESSIONALS		2	5	46	0	0	0	0	0	47	0	0	0	0	0	100	
71. ADMINISTRATIVE SUPPORT		1	4	4	0	0	0	0	0	22	0	1	0	0	0	32	
72. SKILLED CRAFT		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
73. SERVICE - MAINTENANCE		0	0	7	0	0	0	0	0	1	0	0	0	0	0	8	
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		6	11	112	2	0	0	0	0	102	0	1	0	0	0	234	

D. EMPLOYMENT DATA AS OF JUNE 30

Function 16 - SUMMARY

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
76. PROFESSIONALS	0	1	2	0	0	0	0	0	1	0	0	0	0	0	4
77. TECHNICIANS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
78. PROTECTIVE SERVICE	1	0	12	0	0	0	0	0	4	0	0	0	0	0	17
79. PARAPROFESSIONALS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
80. ADMINISTRATIVE SUPPORT	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
81. SKILLED CRAFT	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
82. SERVICE - MAINTENANCE	1	0	3	0	0	0	0	0	0	0	0	0	0	0	4
83. TOTAL NEW HIRES (LINES 75 - 82)	2	1	17	0	0	0	0	0	9	0	0	0	0	0	29

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 41301380

Reporting Year: 2019

Jurisdiction: CITY OF MCMINNVILLE

SUMMARY OF FUNCTIONS			
	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL		9 - HOUSING
	2 - STREETS AND HIGHWAYS		10 - COMMUNITY DEVELOPMENT
	3 - PUBLIC WELFARE		11 - CORRECTIONS
	4 - POLICE PROTECTION		12 - UTILITIES AND TRANSPORTATION
	5 - FIRE PROTECTION		13 - SANITATION AND SEWAGE
	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS		15 - OTHER
	8 - HEALTH		X - SUMMARY FUNCTION SELECTED
COMMENTS			
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)			
NAME OF CERTIFYING OFFICIAL KYLIE BAYER FERTTERER		TITLE	
MAILING ADDRESS 230 NE SECOND STREET MCMINNVILLE, OR 97128		TELEPHONE NUMBER 503-434-7405	
DATE 2019-09-30	EMAIL ADDRESS kylie.bayer@mcminnvilleoregon.gov		TYPED NAME KYLIE BAYER FERTTERER

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION				OMB Control No. 3046-0008	
STATE AND LOCAL GOVERNMENT INFORMATION REPORT (EEO-4) EEOC Form 164					
Control Number: 41301380 Reporting Year: 2021					
A. TYPE OF GOVERNMENT (Check one box only)					
<input type="checkbox"/> 1. State		<input type="checkbox"/> 2. County		<input checked="" type="checkbox"/> 3. City	
<input type="checkbox"/> 6. Other (Specify)				<input type="checkbox"/> 4. Township	
				<input type="checkbox"/> 5. Special District	
B. IDENTIFICATION					
1. NAME OF POLITICAL JURISDICTION CITY OF MCMINNVILLE					
2. MAILING ADDRESS 230 NE SECOND STREET		CITY/TOWN MCMINNVILLE	COUNTY YAMHILL	STATE OR	ZIP 97128
C. FUNCTION					
✓	1. FINANCIAL ADMINISTRATION. Tax billing and collection, budgeting, purchasing, central accounting and similar financial administration carried on by a treasurer's, auditor's or comptroller's office and;		8. HEALTH. Provision of public health services, outpatient clinics, visiting nurses, food and sanitary inspections, mental health, alcohol rehabilitation service, etc.		
	✓ GENERAL CONTROL. Duties usually performed by boards of supervisors or commissioners, central administration offices and agencies, central personnel or planning agencies, all judicial offices and employees (judges, magistrates, bailiffs, et al.)		9. HOUSING. Code enforcement, low-rent public housing, fair housing ordinance enforcement, housing for elderly, housing rehabilitation, rent control.		
✓	2. STREETS AND HIGHWAYS. Maintenance, repair, construction and administration of streets, alleys, sidewalks, roads, highways, and bridges.		✓	10. COMMUNITY DEVELOPMENT. Planning, zoning, land development, open space, beautification, preservation.	
	3. PUBLIC WELFARE. Maintenance of homes and other institutions for the needy; administration of public assistance. (Hospitals should be reported under function 7.)		11. CORRECTIONS. Jails, reformatories, detention homes, halfway houses, prisons, parole and probation activities.		
✓	4. POLICE PROTECTION. Duties of a police department, sheriff's, constable's, coroner's office, etc. Including technical and clerical employees engaged in police activities.		12. UTILITIES AND TRANSPORTATION. Includes water supply, electric power, transit, gas, airports, water transportation and terminals.		
✓	5. FIRE PROTECTION. Duties of the uniformed fireforce and clerical employees. (Forest fire protection activities should be reported under function 6.)		✓	13. SANITATION AND SEWAGE. Street cleaning, garbage and refuse collection and disposal. Provision, maintenance and operation of sanitary and storm sewer systems and sewage disposal plants.	
✓	6. NATURAL RESOURCES. Agriculture, forestry, forest fire protection, irrigation drainage, flood control, etc., and;		14. EMPLOYMENT SECURITY. State governments only.		
	✓ PARKS AND RECREATION. Provision, maintenance and operation of parks, playgrounds, swimming pools, auditoriums, museums, marinas, zoos, etc.		✓	15. OTHER (Specify.) Library, Information Technology, City Recorder,	
	7. HOSPITALS. Operation and maintenance of institutions for inpatient medical care.				

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9	1								1						2
	46. \$43.0 - 54.9															0
	47. \$55.0 - 69.9									2						2
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		1	0	3	0	0	0	0	0	8	0	0	0	0	0	12
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										1						1
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT		1	1	1						3						6
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		1	1	1	0	0	0	0	0	4	0	0	0	0	0	7

D. EMPLOYMENT DATA AS OF JUNE 30

Function 1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS									1						1
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT	1														1
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

City Administration (Human Resources, Legal, Finance), Municipal Court

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 2 - STREETS AND HIGHWAYS

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Public Works Streets Maintenance,

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9									1						1
	47. \$55.0 - 69.9									4						4
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		2	0	34	1	0	0	0	0	10	0	0	0	0	0	47
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS																0
68. TECHNICIANS																0
69. PROTECTIVE SERVICE			1							1						2
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT										1						1
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE			1													1
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	2	0	0	0	0	0	2	0	0	0	0	0	4

D. EMPLOYMENT DATA AS OF JUNE 30

Function 4 - POLICE PROTECTION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS			1												1
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE									2						2
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	1	0	0	0	0	0	2	0	0	0	0	0	3

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Police Department (OR0360100)

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 5 - FIRE PROTECTION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS	
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO													
		MALE	FEMALE	MALE						FEMALE							
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES		
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9																0
	42. \$16.0 - 19.9																0
	43. \$20.0 - 24.9																0
	44. \$25.0 - 32.9																0
	45. \$33.0 - 42.9																0
	46. \$43.0 - 54.9									1							1
	47. \$55.0 - 69.9									2							2
	48. \$70.0 PLUS																0
SKILLED CRAFT	49. \$0.1 - 15.9																0
	50. \$16.0 - 19.9																0
	51. \$20.0 - 24.9																0
	52. \$25.0 - 32.9																0
	53. \$33.0 - 42.9																0
	54. \$43.0 - 54.9																0
	55. \$55.0 - 69.9																0
	56. \$70.0 PLUS																0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9																0
	58. \$16.0 - 19.9																0
	59. \$20.0 - 24.9																0
	60. \$25.0 - 32.9																0
	61. \$33.0 - 42.9																0
	62. \$43.0 - 54.9																0
	63. \$55.0 - 69.9																0
	64. \$70.0 PLUS																0
65. TOTAL FULL-TIME (LINES 1-64)		1	0	27	0	0	0	0	0	12	0	0	0	0	0	0	40
2. OTHER THAN FULL-TIME EMPLOYEES																	
66. OFFICIALS - ADMINISTRATORS																	0
67. PROFESSIONALS																	0
68. TECHNICIANS																	0
69. PROTECTIVE SERVICE				1						2							3
70. PARAPROFESSIONALS																	0
71. ADMINISTRATIVE SUPPORT																	0
72. SKILLED CRAFT																	0
73. SERVICE - MAINTENANCE																	0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	0	1	0	0	0	0	0	2	0	0	0	0	0	0	3

D. EMPLOYMENT DATA AS OF JUNE 30

Function 5 - FIRE PROTECTION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS									1						1
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE									1						1
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Fire Department

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9															0
	47. \$55.0 - 69.9															0
	48. \$70.0 PLUS															0
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9			2						1						3
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	0	5	0	0	0	0	0	6	0	0	0	0	0	11
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										1						1
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS	3	1	24							27						55
71. ADMINISTRATIVE SUPPORT																0
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE	1		1													2
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)	4	1	25	0	0	0	0	0	0	28	0	0	0	0	0	58

D. EMPLOYMENT DATA AS OF JUNE 30

Function 6 - NATURAL RESOURCES/PARKS AND RECREATION

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			1												1
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Parks & Recreation, Public Works Park Maintenance

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 10 - COMMUNITY DEVELOPMENT

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS			1												1
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Planning, Engineering, Building

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 13 - SANITATION AND SEWAGE

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
	MALE	FEMALE	MALE						FEMALE						
			WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS									1						1
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Wastewater Services

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

D. EMPLOYMENT DATA AS OF JUNE 30

Function 15 - OTHER

1. FULL-TIME EMPLOYEES

JOB CATEGORY	ANNUAL SALARY (in thousands 000)	RACE/ETHNICITY														TOTALS
		HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
		MALE	FEMALE	MALE						FEMALE						
				WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	
ADMINISTRATIVE SUPPORT	41. \$0.1 - 15.9															0
	42. \$16.0 - 19.9															0
	43. \$20.0 - 24.9															0
	44. \$25.0 - 32.9															0
	45. \$33.0 - 42.9															0
	46. \$43.0 - 54.9									1						1
	47. \$55.0 - 69.9															0
	48. \$70.0 PLUS		1													1
SKILLED CRAFT	49. \$0.1 - 15.9															0
	50. \$16.0 - 19.9															0
	51. \$20.0 - 24.9															0
	52. \$25.0 - 32.9															0
	53. \$33.0 - 42.9															0
	54. \$43.0 - 54.9															0
	55. \$55.0 - 69.9															0
	56. \$70.0 PLUS															0
SERVICE - MAINTENANCE	57. \$0.1 - 15.9															0
	58. \$16.0 - 19.9															0
	59. \$20.0 - 24.9															0
	60. \$25.0 - 32.9															0
	61. \$33.0 - 42.9															0
	62. \$43.0 - 54.9															0
	63. \$55.0 - 69.9															0
	64. \$70.0 PLUS															0
65. TOTAL FULL-TIME (LINES 1-64)		0	2	4	0	0	0	0	0	8	0	0	0	0	0	14
2. OTHER THAN FULL-TIME EMPLOYEES																
66. OFFICIALS - ADMINISTRATORS																0
67. PROFESSIONALS										1						1
68. TECHNICIANS																0
69. PROTECTIVE SERVICE																0
70. PARAPROFESSIONALS																0
71. ADMINISTRATIVE SUPPORT		4		1						7						12
72. SKILLED CRAFT																0
73. SERVICE - MAINTENANCE																0
74. TOTAL OTHER THAN FULL-TIME (LINES 66 - 73)		0	4	1	0	0	0	0	0	8	0	0	0	0	0	13

D. EMPLOYMENT DATA AS OF JUNE 30

Function 15 - OTHER

	RACE/ETHNICITY														TOTALS
	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												
			MALE						FEMALE						
	MALE	FEMALE	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	WHITE	BLACK OR AFRICAN AMERICAN	ASIAN	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKA NATIVE	TWO OR MORE RACES	

3. NEW HIRES DURING EEO-4 FISCAL YEAR (JULY 1 - JUNE 30)

75. OFFICIALS - ADMINISTRATORS															0
76. PROFESSIONALS															0
77. TECHNICIANS															0
78. PROTECTIVE SERVICE															0
79. PARAPROFESSIONALS															0
80. ADMINISTRATIVE SUPPORT															0
81. SKILLED CRAFT															0
82. SERVICE - MAINTENANCE															0
83. TOTAL NEW HIRES (LINES 75 - 82)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

E. DEPARTMENTS/AGENCIES INCLUDED IN THIS FUNCTION REPORT

Library, Information Technology, City Recorder

F. DEPARTMENTS/AGENCIES NOT INCLUDED IN THIS FUNCTION REPORT

G. REMARKS ABOUT THIS FUNCTION REPORT

Control Number: 41301380

Reporting Year: 2021

Jurisdiction: CITY OF MCMINNVILLE

SUMMARY OF FUNCTIONS			
✓	1 - FINANCIAL ADMINISTRATION/GENERAL CONTROL		9 - HOUSING
✓	2 - STREETS AND HIGHWAYS	✓	10 - COMMUNITY DEVELOPMENT
	3 - PUBLIC WELFARE		11 - CORRECTIONS
✓	4 - POLICE PROTECTION		12 - UTILITIES AND TRANSPORTATION
✓	5 - FIRE PROTECTION	✓	13 - SANITATION AND SEWAGE
✓	6 - NATURAL RESOURCES/PARKS AND RECREATION		14 - EMPLOYMENT SECURITY
	7 - HOSPITALS	✓	15 - OTHER
	8 - HEALTH		
COMMENTS			
CERTIFICATION. I certify that the information given in this report is correct and true to the best of my knowledge and was reported in accordance with accompanying instructions. (Willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.)			
NAME OF CERTIFYING OFFICIAL KYLIE BAYER		TITLE HUMAN RESOURCES MANAGER	
MAILING ADDRESS 230 NE SECOND STREET MCMINNVILLE OR, 97128		TELEPHONE NUMBER 503-434-7405	
DATE 1/4/2022	EMAIL ADDRESS kylie.bayer@mcminnvilleoregon.gov		TYPED NAME KYLIE BAYER