

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY OREGON

ORDINANCE NO. 837

An ordinance amending MCC Chapter 3.10.010(P), 3.10.015(B)(3), and 3.10.270(A) relating to the merit system for county employees and repealing and replacing sections of Ordinance No. 448 and Ordinance No. 461.

MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

Section I. Findings.

(A) Multnomah County, Oregon has adopted a merit system of personnel administration which is contained in MCC Chapter 3.10.

(B) It is the desire of the Board of County Commissioners to revise the policy regarding prohibited discrimination in personnel actions.

Section II. Amendment.

MCC Chapter 3.10.010(P) is amended to read:

"Discrimination complaint" means a complaint that a personnel action was motivated by discrimination on the basis of race, religion, sex, sexual orientation, age, marital status, national origin, physical or mental [handicap] disability or political affiliation.

Section III. Amendment.

MCC Chapter 3.10.015(B)(3) is amended to read:

Assuring impartial treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, religion, color, sex, sexual orientation, age, physical or mental [handicap] disability, marital status or national origin, and with proper regard for their privacy and constitutional rights as citizens.

Section IV. Amendment.

MCC Chapter 3.10.270(A) is amended to read:

Discrimination in any personnel actions on the basis of race, color, sex, sexual orientation, age, religion, national origin, political affiliation, marital status, or physical or mental [handicap] disability is prohibited except when they constitute bona fide occupational qualifications.

1 Section V. Repeal.

2 Section V. of Ordinance No. 448 and Section IV. of Ordinance No. 461 are  
3 repealed.

4 Section VI. Prohibited Discrimination in Unclassified Exempt Service.

5 The following policy is adopted:

6 Discrimination in any personnel action in the unclassified exempt service on the  
7 basis of race, color, sex, sexual orientation, age, religion, national origin, political  
8 affiliation, marital status or physical or mental disability is prohibited except when  
9 they constitute bona fide occupational qualifications.

10 ADOPTED the 26th day of October, 1995, being the date of  
11 its second reading before the Board of County Commissioners of Multnomah County,  
12 Oregon.



13 By Beverly Stein  
14 Beverly Stein, Chair  
15 MULTNOMAH COUNTY, OREGON

16 REVIEWED:

17 Laurence Kressel  
18 Laurence Kressel, County Counsel  
19 of Multnomah County, Oregon

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