

1                   BEFORE THE BOARD OF COUNTY COMMISSIONERS  
2                   FOR MULTNOMAH COUNTY OREGON

3                   ORDINANCE NO. 837

4           An ordinance amending MCC Chapter 3.10.010(P), 3.10.015(B)(3), and  
5 3.10.270(A) relating to the merit system for county employees and repealing and  
6 replacing sections of Ordinance No. 448 and Ordinance No. 461.

7           MULTNOMAH COUNTY ORDAINS AS FOLLOWS:

8 Section I. Findings.

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

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

13 Section II. Amendment.

14           MCC Chapter 3.10.010(P) is amended to read:

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

18 Section III. Amendment.

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

20           Assuring impartial treatment of applicants and employees in all aspects of  
21 personnel administration without regard to political affiliation, race, religion, color,  
22 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.

23 Section IV. Amendment.

24           MCC Chapter 3.10.270(A) is amended to read:

25           Discrimination in any personnel actions on the basis of race, color, sex, sexual  
26 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.

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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3 repealed.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.

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



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

15 REVIEWED:

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

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