

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 00-159

Approving Dissolution of the City/County Affirmative Action Office

The Multnomah County Board of Commissioners Finds:

- a. The City of Portland ("City") and Multnomah County ("County") established a City/County Affirmative Action Office in July of 1991 pursuant to an Intergovernmental Agreement (IGA). Although the program allowed each party to capitalize on resources and staff of the other and develop a coordinated Affirmative Action/EEO program, each government continued to operate a separate human resources organization and civil service structure.
- b. The consolidation of City/County affirmative action functions has addressed important needs of each government since 1991. However, the growth in both the City and the County workforces, the new legal environment for affirmative action, and the unique challenges each government faces to provide meaningful programs in diversity, affirmative action, and EEO, dictate the development of independent programs at the present time.
- c. For the above stated reasons, the City and the County have agreed to terminate their Intergovernmental Agreement, which established a joint City/County program.
- d. Establishing cooperative but independent programs will allow the City and the County to integrate their respective Affirmative Action/EEO/Diversity programs into the core human resources functions of each government. Further, because the employee work groups, collective bargaining agreements, management and political structures of the City and the County are separate, independent Affirmative Action/EEO/Diversity programs will foster more effective utilization of time and resources within each organization.
- e. The City and the County intend to continue the close working relationship of their human resources and affirmative action staff as well as the collaboration on other human resources initiatives and programs. The close relationships formed during the past nine years will serve as a foundation for

future affirmative action/EEO/diversity commitments and efforts of both governments.

- f. The City and the County have agreed to a gradual transition from co-location of City/County affirmative action staff to their respective human resources programs of each government over the Fall of 2000. Furthermore, over the Fall/Winter 2000-2001, the County staff will continue to be accessible to the new City AA/EEO diversity staff for the purpose of consultation.

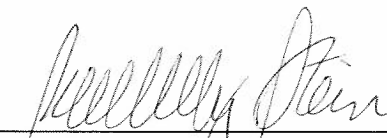
The Multnomah County Board of Commissioners Resolves:

The 1991 IGA establishing a joint City/County Affirmative Action Office be terminated as of October 1, 2000, and that the County establish its own Affirmative Action/EEO/Diversity Programs within its human resources organization.

Adopted this 21st day of September, 2000.



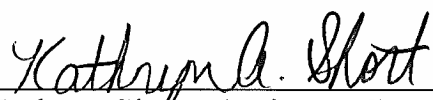
**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**



Beverly Stein, Chair

REVIEWED:

Thomas Sponsler, County Attorney
For Multnomah County, Oregon

By 

Kathryn Short, Assistant County Attorney