



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Feb. 2017)

Board Clerk Use Only

Meeting Date: 12/20/18
Agenda Item #: R.5
Est. Start Time: 10:00 a.m.
Date Submitted: 12/11/18

Agenda Title: Reappointment to Merit System Civil Service Council

Requested Meeting Date: December 20, 2018
Department: County Management
Contact(s): Steve Herron
Phone: 503-988-4333 **Ext.:** 84333
Presenters: Steve Herron, Labor Relations Director

Time Needed: 5 minutes
Division: Labor Relations
Email: steve.herron@multco.us

General Information

1. What action are you requesting from the Board?

Reappointment of one member to the Merit System Civil Service Council.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer(s) this action affects and how it impacts the results.

The County's employment policies and practices are based on merit principles, including job-related requirements and equal opportunity. To enforce these principles, the Merit System Civil Service Council was created by County Charter.

The Council provides an appeals venue to two groups of classified employees who otherwise would not have a formal, internal process available. First, represented employees may appeal actions *not covered by grievance procedures* in their union collective bargaining agreements (typically, promotional hiring processes). Second, *management employees* may appeal disciplinary actions more severe than a written reprimand.

The Council refers appeals to a hearings officer, where there are facts in dispute. The hearings officer holds an evidentiary hearing, and makes a decision regarding whether there has been a violation of County Charter, Code, or a Personnel Rule. The decision may be appealed to the Council. The Council will provide an opportunity for the parties to present oral or written arguments before issuing a final decision.

The Council is composed of three citizens, appointed by the County Commissioners, and meets as needed.

Today, we are requesting reappointment of one member to the Council:

Travis Brown has previously served on the Council, since June 2018. Mr. Brown is the Director of Human Resources for Mt. Hood Community College. He has a Bachelor of Science in Business Administration: Human Resources Management from Portland State University. He is certified as a Professional in Human Resources (PHR) from the Human Resources Certification Institute (HRCI) and Certified Labor Relations Professional (CLRP) from the National Public Employer Labor Relations Association (NPELRA). We are requesting reappointment of Mr. Brown to a term that will end December 31, 2021.

3. Explain the fiscal impact (current year and ongoing).

No fiscal impact.

4. Explain any legal and/or policy issues involved.

County Charter provides for three year terms, with one council member's term expiring each year.

5. Explain any citizen and/or other government participation that has or will take place.

The citizen seeking appointment to the Council will be invited to attend the board meeting on this date.

**Elected
Official or
Department
Director:**

/s/ Marissa Madrigal

Date: 12/11/18

Required Signature
