



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Feb. 2017)

Board Clerk Use Only

Meeting Date: 6/21/18
Agenda Item #: R.7
Est. Start Time: 10:15 a.m.
Date Submitted: 6/4/18

Agenda Title: **Appointments to Merit System Civil Service Council**

Requested

Meeting Date: June 21, 2018 **Time Needed:** 5 minutes

Department: County Management **Division:** Labor Relations

Contact(s): Steve Herron

Phone: 503-988-4333 **Ext.** 84333 **Email:** steve.herron@multco.us

Presenters: Steve Herron, Labor Relations Director

General Information

1. What action are you requesting from the Board?

Appointment of three new members 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 appointment of three new members to the Council:

Martha Bennett is currently the Chief Operation Officer for Metro. Ms. Bennett's previous governmental experience includes City Administrator for Ashland, Executive Director of the Columbia River Gorge Commission and Assistant City Manager for the City of Milwaukie. She has a Bachelor's degree from Willamette University and a Master's degree from the University of California. Ms. Bennett is currently the West Coast Vice President on the Executive Board for the International City/County Managers Association, and previous Board Member for the League of Oregon Cities. We are requesting appointment of Ms. Bennett to a term that will end December 2020.

Rachael Fuller has worked in the public sector for over 14 years. Ms. Fuller is currently the Assistant City Manager for the City of Gresham and previously worked as the Special Projects Coordinator for the Town of Jackson in Wyoming. She has a Bachelor of Arts from Williams College and a Masters of Public Administration from the University of Wyoming. We are requesting appointment of Ms. Fuller to a term that will end on December 31, 2019.

Travis Brown has worked in human resources, and employee and labor relations for over 10 years in the public sector. Mr. Brown is currently the Director of Human Resources for Mt. Hood Community College and was previously the Labor Relations Program Manager at Metro. 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 appointment of Mr. Brown to a term that will end December 31, 2018.

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 three citizens 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: 6/4/18

Required Signature
