

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

In the Matter of Adoption of)	
Multnomah County's Affirmative)	Resolution 97-69
Action Plan for 1997-99)	

WHEREAS, the government of Multnomah County, Oregon desires to meet the mandatory affirmative action obligations imposed on public sector employers by Executive Order No. 11246, the Rehabilitation Act of 1973, and the Vietnam Era Veteran's Readjustment Assistance Act of 1974; and

WHEREAS, Multnomah County has a compelling governmental interest in ensuring equal employment opportunities for all, without regard to race, color, religion, sex, national origin, age, disability or veteran status, sexual orientation, political affiliation, or any other non-job related characteristic; and

WHEREAS, the key features of Multnomah County's affirmative action program are nonpreferential actions, such as recruitment and outreach measures, encouraging training for skill development, detection and elimination of discrimination, and prevention of discrimination; and

WHEREAS, Multnomah County's affirmative action plan is adopted in good faith conformity with Equal Employment Commission's Guidelines on Affirmative Action (29 CFR 1608.2 and 41 CFR 60-2); and

WHEREAS, this Affirmative Action Plan commits all County employees to support, in an affirmative manner, the County Board's policy regarding equal employment opportunity;

NOW THEREFORE, the Board of County Commissioners resolves as follows:

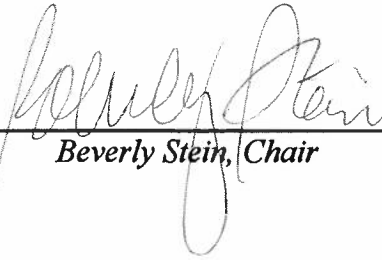
- a. Adoption of Multnomah County's Affirmative Action Plan for 1997-99, which will be reviewed annually and updated and/or revised as needed.
- b. Multnomah County's Affirmative Action Plan 1997-99 and policies shall supersede any and all existing plans and policies relating to equal employment opportunity and affirmative action guiding employment practices; and serve as the interpretive guidelines in this program area.

Adopted this 17th day of April, 1997.


Important Note: The procedures discussed herein are not intended to be construed or implied to create a contract, but outline voluntary strategies for complying with "good-faith" effort's standards of an affirmative action program.

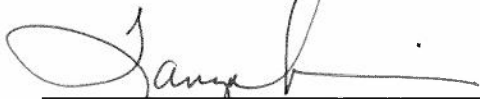


**BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON**


Beverly Stein, Chair


Gary Hansen, Commissioner


Sharron Kelley, Commissioner

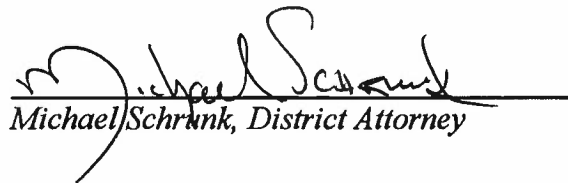

Tanya Collier, Commissioner


Dan Saltzman, Commissioner

ELECTED OFFICIALS


Dan Noelle, Sheriff


Gary Blackmer, Auditor

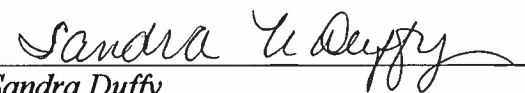

Michael Schrank, District Attorney

DEPARTMENT MANAGERS


Curtis Smith, Employee Services


Robert Phillips, AA/EEO Officer

Reviewed:
SANDRA DUFFY, ACTING COUNTY COUNSEL
FOR MULTNOMAH COUNTY, OREGON

By 
Sandra Duffy