

AN ORDINANCE ESTABLISHING A PERSONNEL SYSTEM FOR THE CITY OF TROUTDALE.

WHEREAS, The City Council intends to be fair and consistent in its relations with City Employees; and

WHEREAS, the general public interest warrants reasonable assurance that all municipal employees can be expected to provide a full day's work for a full day's pay; and

WHEREAS, a personnel system is a central element of the City's management system, now therefore,

BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF TROUTDALE :

SECTION 1. TITLE. The Title of this ordinance shall be "The Personnel System Ordinance of the City of Troutdale, Oregon."

SECTION 2. PURPOSE. This ordinance is adopted to establish a comprehensive personnel system with an equitable and uniform policies and procedures for dealing with personnel matters; to attract to municipal service and to retain the best and most competent persons available; to assure that appointments and promotions of employees will be based on merit and fitness; and to provide a reasonable degree of job security and fairness for employees.

SECTION 3. ADOPTION AND AMENDMENT OF RULES. Personnel rules shall be adopted and amended by resolution of the Common Council. The rules shall provide means to recruit, select, develop, and maintain an effective and responsive work force, and shall include policies and procedures for employee hiring and advancement, training and career development, job classification, salary administration, retirement, fringe benefits, discipline, discharge, and other related activities. All appointments and promotions shall be made on the basis of merit in accordance with the personnel rules without regard to sex, race, color, age, religion or political affiliation.

SECTION 4. ADMINISTRATION OF THE RULES. The City Administration shall be responsible for:

- (a) Administering all the provisions of this ordinance and of the personnel rules not specifically reserved to the Common Council;
- (b) Establishing such administrative policies and procedures as necessary to implement the personnel rules;
- (c) Preparing or causing to be prepared and recommending to the Mayor and Common Council personnel rules and revisions and amendments to such rules.

SECTION 5. SEPARABILITY. If any section, subsection, sentence, clause or phrase of this ordinance is for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of this ordinance.

SECTION 6. EFFECTIVE DATE. This ordinance shall take effect and be in force from and after the date signed by the Mayor.


Passed by the Common Council of the City of Troutdale this 8 day of March, 1977.

YEAS: 4  
NAYS: 0

Signed by the Mayor this 8 day of March, 1977.

  
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Mayor

ATTEST:

  
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City Recorder