

CITY OF PORTLAND EMPLOYMENT OPPORTUNITIES

THE FOLLOWING LETTER REPRESENTS THE CITY'S
COMMITMENT TO ENSURING EQUAL EMPLOYMENT
OPPORTUNITY.



OFFICE OF
THE MAYOR

1220 S.W. FIFTH AVE.
PORTLAND, OR 97204
503 248-4120

TO ALL CITY EMPLOYEES:

Our present and future success depends heavily on the full and effective utilization of qualified persons, regardless of race, color, religion, sex, age, or national origin. We have an enduring obligation to hire and develop the best people we can find, basing our judgment on their job-related qualifications - because it's morally right and legally required and, surely, it's good business.

People are the cornerstone of City government. Any employment or personnel practice which adversely affects some of our citizens and employees, however inadvertently, ultimately injures all of us. We simply cannot afford to deprive ourselves of capable people for reasons based on archaic codes of conduct.

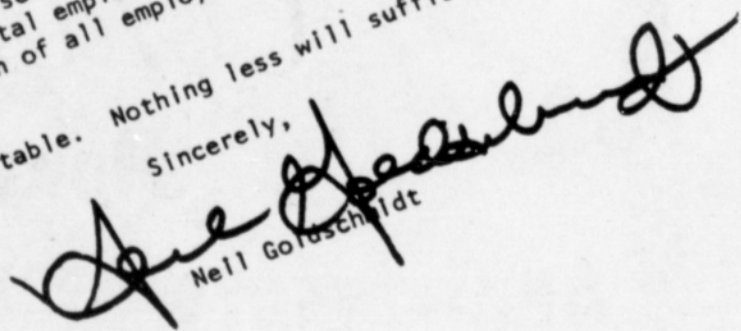
We will continue to direct our employment and personnel practices toward ensuring truly equal opportunity. Therefore, we intend that all matters related to recruiting, hiring, training, compensation, promotions, transfers, layoffs, recall from layoffs, City-sponsored educational, social and recreational programs, and all treatment on the job, be free of discriminatory practices.

As opportunities for transfer, advancement, or promotion occur, including promotions into and within management, periodic reviews and analysis of personnel records will be made to ensure that all minority and women employees continue to receive equal consideration and that only valid requirements are imposed for these opportunities.

We intend to measure ourselves against specific objectives which will continue to move our total employment posture aggressively toward full and equal participation of all employees in the opportunities available in City government.

Nothing less is equitable. Nothing less will suffice.

Sincerely,


Neil Goldschmidt