



Fort Bend County Jobs

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Fort Bend County Human Resources
Open Positions Revised 11/21/2019 1:30 pm

Phone: 281-341-8617

301 Jackson, Suite 243
Richmond, TX 77469

Job #	DEPARTMENT	JOB TITLE	REQUIREMENTS	GRADE/SALARY
19-418	Behavioral Health	Clinical Care Coordinator	Bachelor's degree in psychology, social work or related field. 4 years experience providing services to youth who have been diagnosed with a mental illness or equivalent experience. Trauma training. Flexible schedule required to respond to clinical needs & other emergency situations.	PH Grade 11, \$2,078.40 biweekly
19-352	Clinical Health	Registered Nurse – TB Case Management	Associate's degree in Nursing & State Certified Registered Nurse. Bachelor's degree in nursing preferred. 1 year experience in public or community health nursing. Specializing in TB Case Management; Missouri City Location; Bilingual preferred. Must have reliable transportation & proof of insurance.	PH Grade 11, \$2,078.40 biweekly
19-404	Clinical Health	PT Registrar Clerk	HS Diploma/GED; 1 year of data entry to EMR preferred, but willing to train. Basic proficiency in Excel spreadsheet, Microsoft Office. <i>2 days a week, 16 hrs.</i>	\$11.00 per hour
19-024	Community Supervision & Corrections	Community Service Restitution Facilitator - PT	High school diploma or GED, two years job related experience. Must have verbal, written communication, supervisory, and organizational skills. Construction, building maintenance and/or lawn maintenance skills preferred. Valid Texas Driver's License. <i>Availability to work weekends and weekdays.</i>	\$15.34 per hour
19-017	Constable-PCT 3	Volunteer Reserve Deputy Constable	HS Diploma/GED; Basic TCOLE certification. 1 year job experience OR 2 years of college (60 hours). Strong written & verbal communication skills. Valid Texas Driver License; firearms proficiency.	VOLUNTEER – NO SALARY
19-023	Constable-PCT 2	Reserve Non-Paid Deputy Constable	HS Diploma/GED; Basic TCOLE certification. 1 year job experience OR 2 years of college (60 hours). Strong written & verbal communication skills. Valid Texas Driver License; firearms proficiency.	VOLUNTEER – NO SALARY
19-421	Constable-PCT 3	Deputy Constable Contract	HS Diploma/GED; Basic TCOLE certification. 1 year job experience OR 2 years of college (60 hours). Strong written & verbal communication skills. Valid Texas Driver License; firearms proficiency.	LE Grade 9, \$1,827.20 biweekly
19-429	County Attorney	Sr. Litigation Coordinator	HS Diploma/GED & 2 years of specialized vocational/technical (Paralegal preferred) training. 5 years job related experience. Strong computer & typing skills including proficiency with MS Word, PowerPoint & Excel. Excellent verbal & written communication; excellent organizational & interpersonal skills. Valid Texas Driver License. Paralegal Certificate highly preferred. Notary Public preferred. Bilingual preferred. <i>TYPE: 50 WPM minimum.</i>	A/C Grade 9, \$1,424.00 biweekly
19-274	County Judge	Unpaid/Volunteer Intern – Marketing/Policy Research	HS Diploma/GED; 60 hours of college level coursework required. Applicants must be detail-oriented, conscientious, & able to perform multiple tasks simultaneously. Experience with word processing, spreadsheets, database management, internet programs & applications is required. Applicants must have excellent written & verbal communication skills; good organizational & interpersonal skills. <i>Duration: 12 Weeks; flexible but semester-based preferable.</i>	VOLUNTEER – NO SALARY
19-395	County Tax Assessor/Collector	Clerk III	HS Diploma/GED; 2 years job related work experience. Strong computer skills & proficient in data entry & 10-key by touch. Good verbal & written communication & interpersonal skills. Ability to multi-task & determine priorities. Understanding of ethics-confidentiality issues.	A/C Grade 7, \$1,239.20
19-416	County Tax Assessor/Collector	Mail Clerk – Temporary	High School Diploma/GED. Exceptional organizational skills; some data entry; ability to retain & follow established instructions; ability to understand ethics-confidentiality issues. Ability to push mail cart weighing approx. 100 pounds. <i>Temporary only, 40 hours per week from December 2, 2019 – February 13, 2020.</i>	\$11.00 per hour
19-264	District Attorney	Clerk – PT	HS Diploma/GED; 1 year job related experience. Good computer & typing skills, verbal & written skills. Ability to deal effectively with the public, other employees & elected officials. <i>Less than 30 hours per week. TYPE: 35 WPM.</i>	\$10.00 per hour
19-394	District Attorney	Investigator	HS Diploma/GED; Intermediate TCOLE Certification. 5 years investigative experience, preferable in Major Crimes. Good computer & typing skills; working knowledge of spreadsheet, word processing & database software. Knowledge of TLETS/NLETS, TCIC/NCIC & JIMS/HPD databases. Firearm Certification.	LE Grade 11, \$2,184.80 biweekly
19-426	District Attorney	Administrative Secretary – Protective Order Division	HS Diploma/GED; 3 years job related experience. Strong computer & typing skills. Ability to interact effectively with employees & the public. Requires working knowledge of Microsoft Office/Word. Ability to lift file boxes that weigh 30-40 pounds. Ability to work overtime as needed. Bilingual preferred. <i>TYPE: 40 WPM.</i>	A/C Grade 7, \$1,239.20 biweekly
19-250	District Clerk	Unpaid/Volunteer Intern	High School Diploma/GED; Sixty (60) hours of college level coursework required; Good computer and data entry skills with knowledge of MS Office Suite preferred. Good math and typing skills (minimum 40 WPM). Must be flexible with regard to work assignments and location. Must have no visible tattoos.	VOLUNTEER – NO SALARY
19-310	District Clerk	Clerk III	HS Diploma/GED; 1 year general business experience. Good computer & data entry skills; knowledge of MS Office Suite; math & typing skills; good verbal & written communication. Proof of liability insurance; overtime may be required. Must make frequent court attendance & have no visible tattoos. <i>TYPE: 40 WPM.</i>	A/C Grade 7, \$1,239.20 biweekly
19-027	Drainage District	Equipment Operator	HS Diploma/GED; 1 year job related experience. Good driving skills, verbal & written communication & interpersonal skills; general working knowledge of & ability to operate required equipment. Valid Texas Commercial Driver License & Herbicide & Insecticide Certification (or obtain within 6 months of employment).	O/S Grade 5, \$1,191.20 biweekly
19-028	Drainage District	Bridge Crew	HS Diploma/GED; 1 year job related experience. Good verbal & written communication; interpersonal skills. Requires ability to carry out instructions, complete forms & make notes. Must have the ability to swim & work at heights up to 25 feet. Valid TX Commercial Driver License within 6 months from employment.	O/S Grade 5, \$1,191.20 biweekly
19-029	Drainage District	Heavy Equipment Operator	HS Diploma/GED; 2 years of related work experience as an Equipment Operator. Good driving skills, good verbal & written communication skills. Knowledge of & ability to operate required heavy equipment. Valid TX Commercial Driver License; Hazardous Material Endorsement Herbicide & Insecticide Certification.	O/S Grade 7, \$1,410.40 biweekly
19-249	Drainage District	PT Off-Road Dump Truck Driver/Traffic Control Flagger	HS Diploma/GED; 1 year work experience. Excellent driving skills, good verbal & written communication skills. Good interpersonal skills; ability to understand & carry out instructions & assignments in a timely fashion. Must have Driver License & clean driving record. <i>May be up to 40 hours per week.</i>	\$15.00 per hour
19-399	Drainage District	Engineer II	Bachelor's degree in Civil Engineering or related field. 5 years of experience in civil engineering or related field with general experience in hydrology & hydraulics. Strong verbal & written communication, math, computer, organizational & interpersonal skills. Certified Floodplain Manager Certification.	P/M Grade 13, \$2,532.00 biweekly
19-331	Emergency Medical Service	Lieutenant	HS Diploma/GED; National Registry Paramedic and/or Texas Paramedic Certification/License, or an Associate's degree or higher in related field. Valid Texas Driver License. Instructor credentials in CPR, ACLS, EPC, TECC, and/or TCCC. Possesses NIMS certifications 100, 200, 700 & 800. 3 years as a Paramedic within a 911 service; at least 2 years as an Instructor. Strong computer skills; working knowledge of MS Word, Excel & PowerPoint.	PH Grade 11, \$2,078.40 biweekly
19-353	Emergency Medical Service	Paramedic I	HS Diploma/GED; Certified Paramedic. 6 months full time employment as a Paramedic. Strong verbal & written communication, organizational & interpersonal skills. Applicants must pass the FBC EMS entrance written & skills examination. Subject to emergency call-in. Valid Driver License.	EMS Grade P-1, \$2,174.04 biweekly
19-354	Emergency Medical Service	Paramedic – PT	HS Diploma/GED; Certified or Licensed TX Paramedic. Current employment as a Paramedic in a 911 EMS service with a comparable call volume to FBCEMS. Applicants must pass the FBC EMS entrance written & skills examination. Valid TX Driver License. <i>Up to 28 hours per week.</i>	\$17.05 per hour
19-380	Emergency Medical Service	Medical Supply Officer – PT	HS Diploma/GED; Knowledge of medical equipment & supplies. Ability to read & find locations using Key Map/GPS. Valid Texas Driver License. <i>Up to 28 hours per week.</i>	\$11.00 - \$13.00 per hour
19-407	Emergency Medical Service	Deputy Chief – Training	HS Diploma/GED; 2-year Technical School in EMS Paramedicine. Associate Degree in Paramedicine preferred. 5 years job related EMS field experience with 2 years in a supervisory capacity & 2 years as an EMS Instructor. Strong verbal & written communication, supervisory, management, organizational & interpersonal skills. Paramedic Certification & TDSHS certification as an EMS Instructor. Valid Driver License. <i>May be subject to 24-hours emergency call-in.</i>	P/M Grade 13, \$2,532.00 biweekly
19-415	Engineering	Special Projects Coordinator	HS Diploma/GED; 2 years of college level courses. 5 years experience in related field working in acquisition of public right-of-ways & property. Communication & conflict resolution skills to explain projects. Extensive knowledge of computers & software such as databases, spreadsheets & word processors.	P/M Grade 12, \$2,197.60 biweekly
19-036	Facilities Interdepartmental Construction	Carpenter <i>(2 positions available for Special Project)</i>	HS Diploma/GED; Trade School Certificate. 3 years job related experience. Basic structural design knowledge, including layout, form building, rough framing, & inside and outside finishing. Strong math & geometry skills necessary for carpentry calculations. Valid TX Driver License, CDL preferred. <i>Position is funded for a Special Project & end date is unknown at this time.</i>	O/S Grade 7, \$1,410.40 biweekly
19-037	Facilities Management & Planning	Facility HVAC Specialist	HS Diploma/GED; Field Training Program or Technical School Training preferred. 3 years minimum experience in job related field. Electrical, building control systems, boiler, chiller experience preferred. HVAC State Licensed. EPA Licensed.	O/S Grade 8, \$1,537.60 biweekly
19-172	Facilities Management & Planning	Security Electronics Technician <i>(2 positions available)</i>	HS Diploma/GED; Technical School Training preferred. Knowledge of life safety equipment, electronic access systems, CCTV, intercom systems, IP networking & surveillance systems. 3 years of experience in low voltage wiring. Working knowledge of DOS operating systems. Ability to read, draw & interpret electrical, pneumatic, mechanical, online diagrams & control sequence of operations. Good verbal & written communication & interpersonal skills.	O/S Grade 8, \$1,537.60 biweekly
19-378	Facilities Management & Planning	Building Maintenance Worker III	HS Diploma/GED; 3 years job related experience. Good verbal & written communication skills; good interpersonal skills. Basic working knowledge of plumbing & carpentry; specific knowledge of commercial electrical & HVAC systems. License preferred.	O/S Grade 7, \$1,410.40 biweekly
19-364	Fire Marshal	Hazmat Technician	HS Diploma/GED; 2 years job related experience. Strong computer, verbal & written communication, organizational & interpersonal skills. TCFP Firefighter, TCFP Hazmat Technician, TCFP Inspections (or obtain within 6 months), TCFP Hazmat Incident Commander. Class A Driver License (CDL preferred).	EMS Grade EMT-B \$1,862.91 biweekly
19-425	Fire Marshal	Investigator/Inspector	HS Diploma/GED; 2 years job related experience. Strong computer, verbal & written communication, organizational & interpersonal skills. TCFP Structure Firefighter, TCFP Basic Arson Investigator, TCFP Basic Fire Inspector & TCOLE Basic Peace Officer License. Required to obtain Class B Driver License within 6 months of employment. Preferred to have TCFP Hazmat technician.	LE Grade 10, \$1,932.00 biweekly
19-388	Health & Human Services	Recreation Instructor	HS Diploma/GED; 2 years job related fitness training experience in a recreation or health club setting. Knowledge of senior citizen fitness programs preferred. Strong organizational, verbal & written communication, interpersonal skills. Certified Fitness Training Certificate preferred. Location: Pinnacle Senior Center.	A/C Grade 7, \$1,239.20 biweekly
19-164	Information Technology	Senior Programmer/Analyst	Bachelor's degree in computer science, information systems or related field preferred. 5 years relevant programming experience, including 1 year of management, supervisory or team lead experience. Knowledge of Microsoft .Net, SQL Server, & integration methodologies. Excellent interpersonal skills.	P/M Grade 13, \$2,532.00 biweekly
19-166	Information Technology	Project Development Analyst	Bachelor's degree in computer science, information systems or related field. Experience in computer programming, systems analysis & project deployment. 10 years I.T. experience with at least 5 years technical experience in the deployment & support of enterprise application software. Strong project & team-based skills. Advanced problem-solving ability. Excellent interpersonal skills. Candidate must take OnBase Certified Application Programming Interface course.	P/M Grade 14, Commensurate with experience
19-231	Information Technology	Unpaid/Volunteer Intern – Accounting/IT	The Intern should be detail oriented, analytical & customer service minded. Position provides professional & clerical support to the IT Dept. Excellent Microsoft Office skills, including Outlook. 30 hours college level work; prefer someone with accounting/IT interest. <i>This is an unpaid internship for 12 weeks.</i>	VOLUNTEER – NO SALARY
19-269	Information Technology	Unpaid/Volunteer Intern – Web	The Intern should be detail oriented, analytical & customer service minded. Excellent Microsoft Office skills, including Outlook. Excellent oral & written communication skills. 30 hours college level work, prefer someone with knowledge of website design. <i>This is an unpaid internship for 12 weeks.</i>	VOLUNTEER – NO SALARY
19-270	Information Technology	Unpaid/Volunteer Intern – System Programming	The Intern should be detail oriented, analytical & have a basic understanding of computer systems & software with some programming knowledge. Command of Microsoft Word is required. 30 hours of college level work in Information Technology. <i>This is an unpaid internship for 12 weeks.</i>	VOLUNTEER – NO SALARY
19-384	Information Technology	IT Program/Project Manager	Bachelor's degree in Computer Science, Information Systems or related field. 7 years of job related experience, including 5 years of management experience. Prefer Project Management Professional Certification. Excellent project management & team leadership skills; understanding of software development lifecycles (i.e. Agile, SCRUM, Waterfall, Iterative). Strong analytical & system design skills. Exceptional supervisory, communication, organizational & interpersonal skills.	P/M Grade 15, Commensurate with experience
19-385	Information Technology	Mobile App Developer	Bachelor's degree in Computer Science or related field. 5 years of experience developing mobile application for both Android & IOS. Strong experience in Xamarin mobile development preferred. Experience with Java, Kotlin, Objective-C, Swift, C#, or C/C++ Programming & debugging skill is preferred. Strong background in technical support & project/operations management. Exceptional supervisory & organizational skills; verbal & written communication skills.	P/M Grade 13, \$2,532.00 biweekly
19-420	Information Technology	Programmer Analyst	Bachelor's degree in computer science, information systems or related field preferred. 2 years of .Net experience especially in areas of Visual Studio, TFS, T-SQL, ASP.NET, MVC, Web API, JQuery, HTML, LINQ, & Bootstrap. Ability to design, debug & maintain complex code, modules or applications is required.	P/M Grade 12, \$2,197.60 biweekly
19-424	Information Technology	Unpaid/Volunteer Intern – Operations Support	The Intern should be detail oriented, analytical & have a basic understanding of computer systems & software with desktop & server support knowledge. Command of Microsoft Windows 10 & Office 2016 is required. Windows Server 2016 & VMware knowledge preferred. 30 hours of college level work in Information Technology. <i>This is an unpaid internship for 12 weeks.</i>	VOLUNTEER – NO SALARY

19-427	Information Technology	Administrative Coordinator	HS Diploma/GED. 2 years of college preferred or 4 years of additional directly related work experience. 5 years relevant work experience. Strong computer, accounting & math skills. Experience in preparing Financial Reports & General Ledger account reconciliation, invoices. Well versed in MS Office Suite products. Strong organizational skills; verbal & written communication skills, interpersonal skills.	A/C Grade 9, \$1,424.00 biweekly
19-362	Juvenile Probation	Intern – PT	Master's degree in Psychology/Counseling (or a related field) & have passed the Texas State Board of Examiners of Professional Counselors exam. <i>Must have LPC-Intern licensure & be able to work at least 2 evenings per week. Up to 29 hours per week.</i>	\$18.00 per hour
19-334 19-360 19-366 19-398 19-403	University (Youth) Mission Bend (Youth) First Colony (Youth) Missouri City (Adult) University (Adult)	Library Assistant – PT	Requires HS Diploma/GED & 48 credit hours of college; relevant work experience preferred; typing & keyboarding skills; computer skills involving use of the Internet & database searching; good communication skills & ability to interact easily with staff & public; ability to bend, stoop, reach, lift library materials up to 25 lbs. <i>Position requires evening & weekend hours. 24 hours per week. MUST ATTACH COLLEGE TRANSCRIPT TO PROFILE WHEN APPLYING.</i>	\$11.00 per hour
19-218	George Memorial Library – Administration	Building Maintenance Worker II	HS Diploma/GED; 1 year job related experience. Basic knowledge of air conditioning, electrical & plumbing repairs. Good verbal & written communication skills; good interpersonal skills with ability to deal effectively with people. Valid Driver License. <i>Able to work evenings & weekends.</i>	O/S Grade 5, \$1,191.20 biweekly
19-318	University Branch Library	Librarian I – Youth Services	Master's degree in Library Science from an American Library Assoc. accredited school. Knowledge of current library practices & technologies. No previous experience required. Computer skills; good verbal & written communication, organizational & interpersonal skills. <i>Requires evenings & weekend work.</i>	A/C Grade 10, \$1,528.80 biweekly
19-417	First Colony Library	Librarian II – Youth Services	Master's degree in Library Science from an American Library Assoc. accredited school. 2 years job related experience; computer skills, good verbal & written communication, supervisory & organizational skills. Knowledge of current library practices & technology. <i>Requires evenings & weekend work.</i>	P/M Grade 10, \$1,792.80 biweekly
19-428	George Memorial Branch Library	Library Clerk – PT	HS Diploma/GED preferred. Strong computer skills; keyboard & typing skills; good communication skills & ability to interact easily with staff & the public. Ability to understand & carry out instructions. <i>Position requires evening & weekend hours. 24 hours per week.</i>	\$10.00 per hour
19-430	George Memorial Library Administration	Special Projects Manager	Master's degree in Library & Information Science preferred and Bachelor's degree in Media Arts, Audiovisual Services, Communication, Telecommunication, Communication Equipment Technology, or related field. 3 years job related experience. Advanced computer skills. <i>Requires evenings & weekend work.</i>	P/M Grade 12, \$2,197.60 biweekly
19-305	Medical Examiner	Deputy Medical Examiner	Doctor of Medicine Degree. Must have a valid Texas Medical License & must have initial American Board Certification in Anatomic Pathology. Must have an initial American Board Certification in Forensic Pathology or obtain certification within 2 years of employment. 1 year experience in Forensic Pathology; Knowledge of forensic external examinations, autopsies & medical/dental examination & identification procedures. <i>Required to be on-call 24-hours a day.</i>	P/M Grade 17, Commensurate with experience
19-033	Parks & Recreation	Park Worker I – PT (5 positions available)	HS Diploma/GED; 2 years job related experience. Good computer & typing skills; verbal & written communication; organizational & interpersonal skills. Job locations: Four Corners Community Center, Kitty Hollow, Gordon Ranch & Kendleton Parks. <i>Up to 29 hours per week, & requires working weekends.</i>	\$12.00 per hour
19-351	Public Transportation	Intelligent Transportation Systems Manager	Bachelor's degree in Computer Science or related field. 6 years job related experience. Public transportation experience & familiarity using Trapeze preferred. Strong leadership, problem solving, interpersonal & management skills. Organizational skills & ability to complete multiple tasks a must.	P/M Grade 12, \$2,197.60 biweekly
19-031	Road & Bridge	Laborer in Training	HS Diploma/GED; 6 months of work experience. Previous construction experience preferred. Good interpersonal skills; must be able to follow instructions and complete assignments within time. Valid Texas Driver License; must obtain a Commercial Driver License within 6 months of employment.	O/S Grade 4, \$1,097.60 biweekly
19-213	Road & Bridge	Surveyor / Technician	HS Diploma/GED; 7 years job related experience. Good verbal & written communication skills; good organizational & interpersonal skills. Must be able to interpret surveying plans; must have knowledge in level surveying, boundary surveying & topographic surveying. Texas Commercial Driver License preferred.	O/S Grade 9, \$1,679.20 biweekly
19-265	Road & Bridge	Mechanic	HS Diploma/GED; 2 years job related experience (as Mechanic Helper). Knowledge of automotive maintenance & repair or certification in different fields of mechanical training. Valid Texas Commercial Driver License with hazardous materials endorsements. Mechanic certification may be required.	O/S Grade 7, \$1,410.40 biweekly
19-326	Sheriff's Office	Volunteer Reserve Deputy Sheriff	HS Diploma/GED; Basic TCOLE certification. 1 year job exp. Valid TX Driver License; firearms proficiency.	VOLUNTEER – NO SALARY
19-327	Sheriff's Office	Deputy Sheriff	HS Diploma/GED; *at time of application must have passed a Basic Police Academy & passed the TCOLE Licensing Exam. 1 year experience performing peace officer/telecommunication/correctional officer duties; OR 2 years military service w/ an honorable discharge; OR 30 credit hours w/ cumulative GPA of 2.0 from accredited college or university. Valid Texas Driver License.	LE Grade 9/4, \$1,827.20 biweekly
19-328	Sheriff's Office	Detention Officer Civilian MALE	Must be a US Citizen; 18 years of age or older. HS Diploma/GED. No previous experience required. Valid Texas Driver License; Basic Jailer Certification to be obtained within first year of employment. Must be eligible for licensing by TCOLE. Ability to work rotating shifts. MALE APPLICANTS ONLY.	CS Grade 7/2, \$1,253.60 biweekly
19-330	Sheriff's Office	Detention Officer Civilian FEMALE	Must be a US Citizen; 18 years of age or older. HS Diploma/GED. No previous experience required. Valid Texas Driver License; Basic Jailer Certification to be obtained within first year of employment. Must be eligible for licensing by TCOLE. Ability to work rotating shifts. FEMALE APPLICANTS ONLY.	CS Grade 7/2, \$1,253.60 biweekly
19-419	Sheriff's Office	Records Clerk	HS Diploma/GED; 6 months job related experience. Good computer & typing skills; 10-key calculator by touch; 70% proficiency in basic MS Word & Excel. Good communication, organizational & bookkeeping skills. TCIC/NCIC Less than Full Access within first year of employment. TYPE: 35 WPM.	A/C Grade 5, \$1,085.60 biweekly
19-346	Social Services	Caseworker	HS Diploma/GED; 2 years job related experience in social services. Good computer skills; proficient in data entry; good verbal & written communication skills. Good interpersonal skills & ability to deal effectively with the public, other employees & elected officials. Bilingual preferred.	A/C Grade 8, \$1,326.40 biweekly
19-412	Vehicle Maintenance	Electronic Equipment Upfitter	HS Diploma/GED; 2 years technical school and/or specialized training in electronics & welding. 5 years job related experience. Strong knowledge of automotive diagnosis & repair. State Inspection certification must be obtained within the first year of employment.	O/S Grade 8, \$1,537.60 biweekly

Please visit Fort Bend County's website or stop by the Human Resources Department to view additional job descriptions.

External applicants please apply online at www.fortbendcounty.jobs

*FBC Employees, please use the INTERNAL application located at the FBC Website/Employee Careers Page or eConnect!

Fort Bend County is an equal opportunity employer, committed to non-discrimination in employment on any basis including race, color, religion or creed, sex, sexual orientation, gender, gender identity, gender expression, pregnancy status (including childbirth and related medical conditions), national origin, ethnicity, citizenship status, age (40 and over), physical or mental disability, genetic information, protected military and veteran status, political affiliation or beliefs, or any other classification protected by state, federal and local laws, unless such classification is a bona fide occupational qualification.