

IN THE BOARD OF SUPERVISORS  
OF  
CONTRA COSTA COUNTY, STATE OF CALIFORNIA

In the matter of  
Administering the  
County's Affirmative  
Action Plan for Equal  
Employment Opportunity/

Resolution No. 95/16

WHEREAS, due to the commitment of the Board of Supervisors, County Administrator, and Department Heads, the percentage of the County government workforce of minority group and female citizens significantly exceeds their labor force availability except for Hispanics and Asian/Pacific Islanders:

| <u>Labor Force</u> | <u>Groups</u>           | <u>County Workforce</u><br>(June 30, 1994) |
|--------------------|-------------------------|--|
| 7.6%               | African Americans       | 13.8%                                      |
| 8.9%               | Asian/Pacific Islanders | 7.7%                                       |
| 10.5%              | Hispanics               | 8.5%                                       |
| .6%                | American Indians        | .8%  |
| 45.4%              | Females                 | 61.6%                                      |

WHEREAS, each department in the County has developed and is implementing an affirmative action plan to achieve equal employment opportunity in County government for all applicants and employees in the County without regard to race, color, creed, religion, sex, national origin, ancestry, marital status, sexual orientation, disability, medical condition (cancer related), and age;

1. NOW, THEREFORE BE IT RESOLVED by the Board of Supervisors of the County of Contra Costa that the County Administrator's Office shall coordinate the Equal Employment Opportunity and Affirmative Action Programs for Contra Costa County and each department shall furnish to the County Administrator for approval in accordance with standards provided to the departments, a copy of the departments affirmative action plan and the departments implementation plan, as well as such reports as shall be requested by the County Administrator; and
2. BE IT FURTHER RESOLVED that the Board of Supervisors, County Administrator, and Equal Employment Opportunity Advisory Council shall monitor the Equal Employment Opportunity and Affirmative Action Programs for the County and for each department and the County Administrator shall submit an annual progress report to the Board of Supervisors; and
3. BE IT FURTHER RESOLVED that Contra Costa County reaffirms its commitment to employment and promotional opportunities for minorities and females consistent with the Merit System rules and regulations; and
4. BE IT FURTHER RESOLVED that the County Administrator is directed to implement said program and establish necessary rules and regulations in support and execution thereof thereby reaffirming the commitment to affirmative action.

PASSED AND ACCEPTED by the Board members present on January 17, 1995.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: JAN 17 1995  
PHIL BACHELOR, Clerk of the Board of Supervisors and County Administrator

By S. Casillas, Deputy

TO: BOARD OF SUPERVISORS  
 FROM: Phil Batchelor, County Administrator  
 DATE: January 17, 1994  
 SUBJECT: Reaffirming County Commitment to Equal Employment Opportunity



Contra  
 Costa  
 County

SPECIFIC REQUEST(S) OR RECOMMENDATION(S) & BACKGROUND AND JUSTIFICATION

RECOMMENDATION:

Adopt resolution administering County's Affirmative Action Plan and reaffirm your commitment to employment and promotional opportunities for minorities and females.

BACKGROUND:

On the occasion of the Annual Commemoration Ceremony for Dr. Martin Luther King, Jr., the Black Employees Association and the Advisory Council on Equal Employment Opportunity are requesting you to reaffirm your commitment to administering the County's Affirmative Action Plan for Equal Employment Opportunity.

The proposed resolution has been reviewed by the Black Employees Association, Advisory Council on Equal Employment Opportunity and the County's Affirmative Action Officer who all recommend your approval.

CONTINUED ON ATTACHMENT:  YES

SIGNATURE: *Phil Batchelor*

RECOMMENDATION OF COUNTY ADMINISTRATOR  RECOMMENDATION OF BOARD COMMITTEE  
 APPROVE  OTHER

SIGNATURE(S):

ACTION OF BOARD ON JAN 17 1994  APPROVED AS RECOMMENDED  OTHER

VOTE OF SUPERVISORS

UNANIMOUS (ABSENT \_\_\_\_\_)  
 AYES: \_\_\_\_\_ NOES: \_\_\_\_\_  
 ABSENT: \_\_\_\_\_ ABSTAIN: \_\_\_\_\_

Contact: CAO  
 cc: cc's via: Emma Kuevor

I HEREBY CERTIFY THAT THIS IS A TRUE  
 AND CORRECT COPY OF AN ACTION TAKEN  
 AND ENTERED ON THE MINUTES OF THE BOARD  
 OF SUPERVISORS ON THE DATE SHOWN:

ATTESTED JAN 17 1994

PHIL BATCHELOR, CLERK OF THE BOARD OF  
 SUPERVISORS AND COUNTY ADMINISTRATOR

BY S. Casillas DEPUTY