



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 24-476

June 25, 2024

Introduced: 6/10/2024

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Receive a presentation of the County of Monterey 2024-2025 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2024-2025 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2024-2025 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2024-2025 Equal Opportunity Plan; and
- e. Direct the Civil Rights Office to implement the County of Monterey 2024-2025 Equal Opportunity Plan.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a presentation of the County of Monterey 2024-2025 Equal Opportunity Plan;
- b. Approve and adopt the County of Monterey 2024-2025 Equal Opportunity Plan;
- c. Authorize the County Administrative Officer to execute the approved County of Monterey 2024-2025 Equal Opportunity Plan;
- d. Authorize the Civil Rights Officer to execute the approved County of Monterey 2024-2025 Equal Opportunity Plan; and
- e. Direct the Civil Rights Office to implement the County of Monterey 2024-2025 Equal Opportunity Plan.

SUMMARY:

As a federal contractor, Monterey County is required by Executive Order 11246 - Equal Employment Opportunity, as well as §§ 503 and 4212 of the Rehabilitation Act of 1973, and §402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, to implement an equal opportunity plan.

The County of Monterey's proposed 2024-2025 Equal Opportunity Plan provides the framework and establishes County policy on equal employment opportunity and ensures that equal employment opportunity principles are embedded in the County's recruitment, retention, selection, and promotional opportunities. The Equal Opportunity Plan was designed to bring qualified women, people of color, covered veterans, and persons with disabilities into all levels and areas of the County's workforce in proportion to their representation in the qualified, relevant labor market.

DISCUSSION:

The Civil Rights Office has updated the Equal Opportunity Plan to support the Board of Supervisors' commitment to providing equal opportunities for employees and job applicants. The Civil Rights Office

contracted the services of Biddle Consulting Group Inc., which specializes in equal opportunity plan development, to review and conduct an analysis of the County's workforce, including, among other things: the number of employees, hires, promotions, terminations, and applicants for employment, as it relates to sex/gender, and race/ethnicity, disability, and veteran status.

This updated two-year Equal Opportunity Plan reflects new annual women, people of color, persons with disabilities, and veteran placement goals. Additionally, this iteration includes more extensive responsibilities and framework for items such as the Governing for Racial Equity Initiatives and it focuses on enhancing resources for servicemembers and their families.

The proposed Equal Opportunity Plan generally maintains the roles and responsibilities of previous equal opportunity plans. These are clearly outlined in Chapter 8, which identifies a reporting and monitoring structure that ensures the successful implementation of the County's Equal Opportunity Plan. Other responsibilities continue to fall on the Board of Supervisors, the Civil Rights Office, the Equal Opportunity and Civil Rights Advisory Commission, the County Administrative Office, the Human Resources Department, department heads, and managers, supervisors, and staff.

The County of Monterey Equal Opportunity Plan will enable the County to continue to be an example for other agencies and be at the forefront of providing equal opportunity to all residents.

OTHER AGENCY INVOLVEMENT:

The Civil Rights Office consulted with the Equal Opportunity and Civil Rights Advisory Commission, the Military & Veterans Affairs Office, the Human Resources Department, and the County Counsel's Office to develop the plan. The Budget & Analysis Division was not provided adequate time to fully review potential fiscal, organizational, policy, or other implications to the County of Monterey.

FINANCING:

There is no financial impact on the general fund.

BOARD OF SUPERVISORS' STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors' Strategic Initiatives

- X Economic Development
- X Administration
- X Health & Human Services
- X Infrastructure
- X Public Safety

Prepared by: Naudia Velarde, Associate Equal Opportunity Analyst, x6615

Approved by: Juan P. Rodriguez, Civil Rights Officer, x6614 *JPR*

The following attachment is on file with the Clerk of the Board:
County of Monterey 2024-2025 Equal Opportunity Plan