

**COUNTY OF MONTEREY**  
**Equal Opportunity Advisory Commission**  
**Review of the Equal Opportunity Plan Compliance Committee**  
**2013 Annual Report**

The County Review of the Equal Opportunity Plan Compliance Committee is a standing committee of the Equal Opportunity Advisory Commission.

I. The Committee's responsibilities include:

- Monitor the implementation and effectiveness of the Equal Opportunity Plan
- Review the Equal Opportunity Plan and present proposals for improvement
- Make recommendations to the Commission for update or revisions of the Equal Opportunity Plan as needed
- Work with the Departmental Review Committee to ensure that the departmental review captures information to assist the Equal Opportunity Advisory Commission fulfill its duties

II. Committee Membership

The Committee Membership consists of

- Billy DeBerry – Committee Chair
- Kay Kirkland
- Josie Duque – former Commissioner
- Fabian Barrera

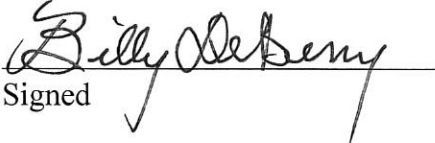
III. Committee Activities/Accomplishments

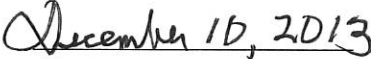
During this period, the Committee met to discuss and work on the update of the Equal Opportunity Plan, formerly referred to as the Monterey Plan for Equal Access to Employment and Contracting Opportunities. This was a major undertaking that required dedication and commitment from the Committee and the full Commission and Staff to revise the Plan. On January 29, 2013 the Equal Opportunity Office and the Equal Opportunity Advisory Commission went before the Board to recommend that the revised "Monterey Plan" be retitled to the Equal Opportunity Plan for County of Monterey. The Board, on January 29, 2013, approved and adopted the Equal Opportunity Plan for County of Monterey. After the approval of the Equal Opportunity Plan, the Committee continued to meet to discuss and make recommendations to the Semi-Annual Report of the Equal Opportunity Officer.

- a. On June 14, 2013 the Committee approved their Responsibilities and Procedures and provided them to the full Commission for their approval.
- b. On July 15, 2013 the Committee discussed and reviewed the Semi-Annual status report of the Equal Opportunity Officer.
- c. On August 8, 2013 the Committee approved recommendations to the Equal Opportunity Officer's Semi-Annual Report.
- d. On August 21, 2013, the Chair to the County Review of Equal Opportunity Plan Compliance Committee presented to the full Commission Recommendations to the Equal Opportunity Officer's Semi-Annual Status Report. The Commission voted and approved the Recommendations.
- e. On September 10, 2013 the Chair of the Equal Opportunity Advisory Commission Jayanti Addleman submitted said Recommendations to the Board for their approval.
- f. On November 5, 2013 the Committee reviewed and discussed changes to the following Chapters of the Equal Opportunity Plan:
  - Chapter 5 – Designation of Responsibility
  - Chapter 6 – Identification of Problem Areas
  - Chapter 7 – Action Oriented Programs
  - Chapter 8 – Internal Audit and Reporting System
  - Chapter 10 – Contract Compliance –Minority and Women Business Outreach
- g. On November 15, 2013 the Committee reviewed the changes/modifications made to the Chapters mentioned above.
- h. On December 10, 2013 the Committee reviewed and approved the changes/modifications made to Chapters 5, 7 and 8 of the Equal Opportunity Plan. The Committee will continue to work on revising Chapters 6 and 10.

IV. Committee Goals/Recommendations

The Committee will be submitting the revised Chapters to the full Commission in January for their approval. It is the goal of the Committee to have a new revised Equal Opportunity by February 2014.

  
Signed

  
Date