

ATTACHMENT A

COUNTY OF MONTEREY
Equal Opportunity Advisory Commission
Compliance Review of the County's Equal Opportunity Plan Committee
2015 Annual Report

The Compliance Review of the County's Equal Opportunity Plan 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

- Elliott Robinson – Committee Chair
- Kay Kirkland
- Jerry Teeter
- Billy DeBerry
- Jess Barreras

III. Committee Activities/Accomplishments

The Committee continued to meet to discuss and make recommendations to the Equal Opportunity Advisory Commission.

- a. On April 6, 2015 the Committee met and elected Commissioner Elliott Robinson as Chair and Jess Barreras as Vice Chair of the Committee for 2015. The Committee went over their Responsibilities. The Committee also discussed and revised the Diversity Policy. The Diversity Policy was presented to the full Commission for their approval. Ms. Ramirez-Bough, Equal Opportunity Officer reported that staff is currently working closely with Biddle Consulting Group Inc. in collecting workforce data. Ms. Ramirez-Bough also reported that the Office recently completed and analysis of the hiring trends by departments and shows departments are adhering to the provisions of the County's Equal Opportunity Plan.

- b. On November 19, 2015 Ms. Ramirez-Bough, Equal Opportunity Officer provided the Committee with a copy of the 2015 Availability by Job Group Report. Ms. Ramirez-Bough indicated that the County is underutilized for minorities in three (3) of the 20 job groups; and in nine (9) of the job groups for females. The Committee reviewed and revised Chapters 5, 6, and 7 of the Equal Opportunity Plan. The Committee tabled Chapter 8 until after the Compliance Review of the County's Departmental Plan Committee meets.

IV. Committee Goals/Recommendations

It is the goal of the Committee to continue to monitor the effectiveness of the Equal Opportunity Plan and to make recommendations to the Commission for update or revision of the Equal Opportunity Plan as needed.



Elliott Robinson, Chair

12/8/15

Date