

Monterey County Equal Opportunity Plan 2018-2020

Civil Rights Office

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Civil Rights Officer

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Monterey County Civil Rights Office



- We help the County respect civil rights, provide equal opportunity for all, and pursue equity in all operations by developing a culture of diversity and inclusion.
- Our main tasks are to train, advise, and enforce.

Equal Opportunity Plan

- Required because we are federal contractor
- The County previously called it the Monterey Plan
- The County has a worked with Biddle Consulting Group, the leaders in the industry
- Functions:
 - Diagnostic tool
 - Roadmap for diversity and inclusion efforts



People of Monterey County



Equal Opportunity Plan Review

County of Monterey



UTILIZATION TRENDS/ADVERSE IMPACT

Women and Minorities

			Evaluation Period	JOB GROUP																			
				01		02		03		04		05		06		07		08		09		10	
				F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM
Goals			2013 EOP	4	4	2	0	0	8	0	0	0	0	5	0	0	0	0	0	0	2	0	
			2015 EOP	3	0	0	0	0	4	0	0	0	0	4	0	0	0	0	0	0	10	0	
			2018 EOP	1	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	20	0	
Adverse Impact	Hires	2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.23	-	-	-	-		
		2014 EOP	-	-	-	1.97	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		2018 EOP	-	-	-	-	-	1.98	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Promos	2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.31		
		2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Terms - Invol	2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		2014 EOP	-	-	-	-	-	-	-	-	-	1.92	-	-	-	-	-	-	-	-	-		
		2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Terms - All	2013 EOP	-	2.03	-	-	-	-	-	-	-	-	-	-	-	-	-	2.16	-	-	-		
		2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
		2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		



UTILIZATION TRENDS/ADVERSE IMPACT

Women and Minorities

			Evaluation Period	JOB GROUP																				
				11		12		13		14		15		16		17		18		19		20		
				F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	F	TM	
Goals			2013 EOP	2	8	33	0	19	0	0	0	2	5	7	0	0	0	0	0	0	0	0	0	
			2015 EOP	2	8	31	0	25	0	0	0	3	5	7	0	0	0	0	0	0	3	0	0	0
			2018 EOP	2	5	26	0	32	0	0	0	3	5	5	0	0	0	0	0	0	5	1	0	0
Adverse Impact	Hires		2013 EOP	-	-	-	-	2.09	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2018 EOP	-	-	-	2.17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Promos		2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1.96	-	-	-	-		
			2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2.28	-	-	-	-		
			2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	2.26	-	-	-	-	-	-		
	Terms - Invol		2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
	Terms - All		2013 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2014 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
			2018 EOP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		



PROTECTED VETERANS

Category	1/1/18
Job Openings	843
Jobs Filled	761
Applicants for all jobs	15,796
Applicants who self-identified as Protected Veterans	0
Applicants Hired	486
Protected Veterans Hired	8
Hiring Benchmark**	6.7
Overall protected veterans hired (%)	1.6

The County grew 9.4% over the last three years, but the Veteran rates are holding strong at 2.3%



INDIVIDUALS WITH DISABILITIES

Category	1/1/18
Job Openings	843
Jobs Filled	761
Applicants for all jobs	15,796
Applicants who self-identified as individual(s) with Disability	630
Applicants Hired	486
Individual(s) with Disability Hired	8
Nationwide utilization goal for qualified individuals with disabilities (%)**	7.0
Total incumbency of individuals with disabilities (%)	4.4

The incumbency rates are slightly down from the last report, but is to be expected with such rapid growth



KEY HIGHLIGHTS

Utilization

- Female utilization is up .5% - currently at 67.9%
 - Similar counties are reporting 55 – 59%
- Total Minority utilization is up almost 4% - currently at 68.6%
 - Similar counties are reporting 31 – 40%

Selection Processes

- No patterns or trends of adverse impact identified
 - Specifically, no year-over-year trends coupled with underutilization in one category (female or total minority)

Next Steps

- Continue working with Human Resources on implementation
- Advisory Commission will track implementation and continue to review departmental Equal Opportunity Plans
- Diversity and Inclusion survey for employees
- Recruitment outreach database
- Civil Rights Training for managers and supervisors beginning September 2018

Questions?

Biddle

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