

# Equal Opportunity Plan Compliance



# Department Equal Opportunity Plans

“Every department will submit their EOP annually to the Civil Rights Office and the Equal Opportunity and Civil Rights Advisory Commission. The Civil Rights Office, in conjunction with the Equal Opportunity and Civil Rights Advisory Commission, shall determine the contents of the Departmental Equal Opportunity Plan, and shall revise it as needed. Department’s EOP will be due **March 31st** of every year. Extensions may be granted by the Equal Opportunity and Civil Rights Advisory Commission and/or the Civil Rights Officer, on a case-by-case basis, when business needs necessitate an extension.”

Chapter 11, Section 5, Part A of County EOP



# Overview of Presentation

- EOP Extension Options
- Process for Late EOP's
- Department Recognition

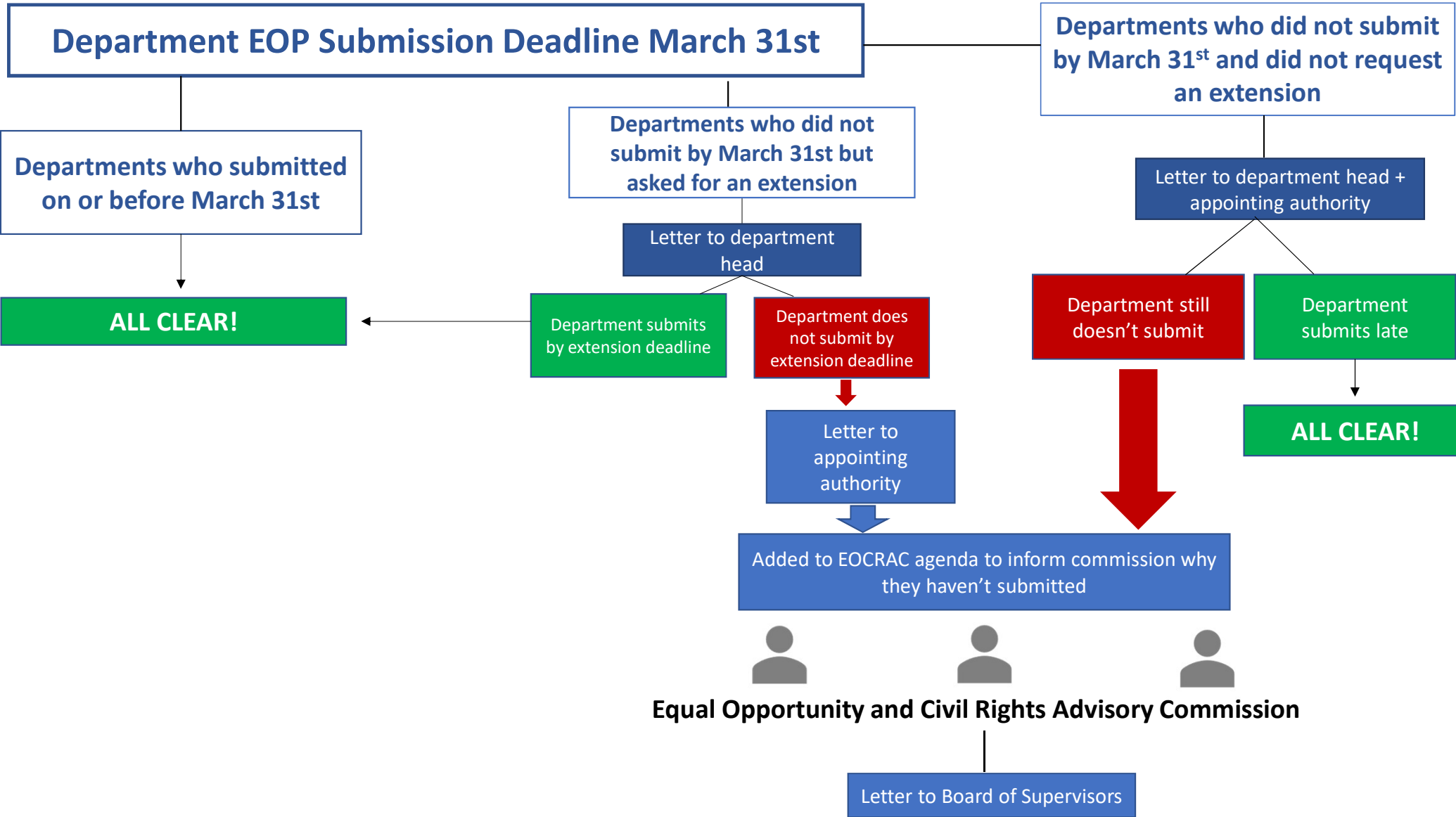
# Extensions

## Two Options for Extensions

If by March 31<sup>st</sup> the Department hasn't submitted an EOP:

APRIL 2021						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- **Option 1:** The Civil Rights Office can grant 14 days, if they want more they need to come to the EOCRAC (in time for April meeting)
- **Option 2:** The Civil Rights Office can grant a 30 day extension, if they need more they need to come ask the EOCRAC (May meeting)



# Process for Late EOP's

The compliance process for the Departmental EOP & Presentations, once an EOP is late, the CRO will escalate the notice of incompleteness by:

## Elected Officials

Department head

Appointing authority:

CAO or Chairperson of Board of Supervisors

**1 day late: Letter to department head and appointing authority (if no extension was requested)**

**At discretion of EOCRAC: Letter to the full Board of Supervisors**



## Department Recognition

- Have a dashboard on CRO website with the departments that complied and have
  - green = compliance
  - yellow = extension
  - red = late
- Use the EOCRAC Annual Report to show Board of Supervisors the departments compliant and those non-compliant

## Department Recognition

### More Ideas:

- Have a yearly certification to show compliance with all EOP obligations by March 31<sup>st</sup>
- Have an award at the end of the year for outstanding department and a certificate for all complying departments
- Have an award at the end of the year for enforcing EOP and becoming more equitable



## To Discuss

- EOP Extension
  - **Option 1:** The Civil Rights Office can grant 14 days, if they want more they need to come to the EOCRAC (in time for April meeting)
  - **Option 2:** The Civil Rights Office can grant a 30 day extension, if they need more they need to come ask the EOCRAC (May meeting)
- Compliance Process

# Other Recommendations?



# THANK YOU



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