



# County of Monterey

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

## Legislation Details (With Board Report)

**File #:** 13-0062      **Name:** Adoption of the Equal Opportunity Plan for County of Monterey

**Type:** General Agenda Item      **Status:** Passed

**File created:** 1/17/2013      **In control:** Board of Supervisors

**On agenda:** 1/29/2013      **Final action:** 1/29/2013

**Title:** a. Approve the retitling of the Monterey Plan for Equal Access to Employment and Contracting Opportunities to the Equal Opportunity Plan for County of Monterey;  
b. Approve and adopt the Equal Opportunity Plan for County of Monterey; and  
c. Direct the Equal Opportunity Officer to implement and administer the Equal Opportunity Plan.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 1 16 13 A Final Equal Opportunity Plan.pdf, 2. Exhibit 1.pdf, 3. Exhibit 2.pdf, 4. Exhibit 3.pdf, 5. Exhibit 4.pdf, 6. Exhibit 5.pdf, 7. Exhibit 6.pdf, 8. Exhibit 7.pdf, 9. Exhibit 8.pdf, 10. Exhibit 9.pdf, 11. Exhibit 10.pdf, 12. Exhibit 11.pdf, 13. Completed Board Order

Date	Ver.	Action By	Action	Result
1/29/2013	1	Board of Supervisors	approved	Pass

a. Approve the retitling of the Monterey Plan for Equal Access to Employment and Contracting Opportunities to the Equal Opportunity Plan for County of Monterey;  
b. Approve and adopt the Equal Opportunity Plan for County of Monterey; and  
c. Direct the Equal Opportunity Officer to implement and administer the Equal Opportunity Plan.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve the retitling of the Monterey Plan for Equal Access to Employment and Contracting Opportunities to the Equal Opportunity Plan for County of Monterey;
- b. Approve and adopt the Equal Opportunity Plan for County of Monterey; and
- c. Direct the Equal Opportunity Officer to implement and administer the Equal Opportunity Plan.

### SUMMARY:

The Monterey Plan for Equal Access to Employment and Contracting Opportunities was formally adopted in July of 1996. In June of 2010, the Board of Supervisors gave direction to the Equal Opportunity Officer to revise the Monterey Plan for Equal Access to Employment and Contracting Opportunities. The Equal Opportunity Office contracted with Biddle Consulting Group, Inc. (Biddle) to provide consulting services to the revision of the plan.

### DISCUSSION:

The County, as a federal contractor, is required by Executive Order 11246, as amended, and its implementing regulations, found at 41CFR, Part 60-2, to implement an annual equal opportunity plan. The Equal Opportunity Office has developed the 2011-2013 Equal Opportunity Plan (EOP) in conformance with the requirements and intentions of these governing authorities, as well as Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, Section 4212 and Section 503 of the Rehabilitation Act of 1973 as amended. The purpose of the 2011-2013 Plan is to promulgate employment policies and practices regarding nondiscrimination

and to promote equal opportunity for minorities, women, individuals with disabilities and covered veterans. Because the County has \$50,000 or more in annual contracts with the federal government and employs 50 or more employees, we are required to prepare annual written EOP's for minorities and women, for covered veterans, and for persons with disabilities for the County-wide and for each County department.

The Equal Opportunity Office and the Equal Opportunity Advisory Commission's County Review of the Monterey Plan Compliance Committee worked collaboratively to update the various chapters contained in the plan. This was a major undertaking that required dedication and commitment from the Commissioners assigned to this project and staff from the Equal Opportunity Office. Simultaneously, the Equal Opportunity Office worked with the Human Resources Department and Biddle on the statistical data contained in the plan.

Upon completing the proposed revision of the plan, the Equal Opportunity Office met with numerous internal and external stake holders to provide an overview of the revised plan. In September 2012, the Equal Opportunity Office concluded its outreach efforts to local community organizations, members of the public, county department heads, human resources staff, County Counsel Office, and the County Administrator. Their valuable feedback was incorporated in the plan.

In addition to these efforts, in September 2012 the Equal Opportunity Office invited representatives from Biddle to present an oral report to the Board of Supervisors, Department Heads and Human Resources Analysts on the statistical data contained in the proposed revised plan. Biddle also presented at a public meeting to the Equal Opportunity Advisory Commission and various community organizations were invited to attend this public meeting.

It is the recommendation of the Equal Opportunity Advisory Commission and the Equal Opportunity Office that the Monterey Plan for Equal Access to Employment and Contracting Opportunities (often referred as the "Monterey Plan") be retitled to the Equal Opportunity Plan for County of Monterey. The old title confused many stakeholders and members of the public. The new title of Equal Opportunity Plan for County of Monterey will be immediately recognized as the County's Equal Opportunity Plan and not be confused with any other document or policy.

The proposed Equal Opportunity Plan is modeled from the United States Department of Labor, Office of Federal Contract Compliance Programs (OFCCP) Equal Opportunity Plan. The OFCCP enforces the laws relating to nondiscrimination for minorities, women, individuals with disabilities and covered veterans.

OTHER AGENCY INVOLVEMENT:

The Equal Opportunity Office worked with the Office of the County Counsel, as well as numerous County departments and the Equal Opportunity Advisory Commission in this undertaking.

FINANCING:

There is no financial impact to the general fund.

Prepared by:

Approved by:

---

Michelle Gomez  
Equal Opportunity Specialist-Confidential

---

Irma Ramirez-Bough  
Equal Opportunity Officer

(831) 759-6613

(831) 759-6614

Date: January 15, 2013

Attachments:  
Equal Opportunity Plan for County of Monterey