



# County of Monterey

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

## Legislation Details (With Board Report)

**File #:** 16-810 **Name:** 2015-2017 Equal Opportunity Plan  
**Type:** General Agenda Item **Status:** Passed  
**File created:** 6/20/2016 **In control:** Board of Supervisors  
**On agenda:** 6/28/2016 **Final action:** 6/28/2016  
**Title:** a. Approve and adopt the County of Monterey 2015 - 2017 Equal Opportunity Plan;  
b. Direct the Equal Opportunity Officer to implement and administer the County of Monterey 2015 - 2017 Equal Opportunity Plan; and  
c. Authorize the Equal Opportunity Officer to conduct a Compensation Analysis Study.  
**Sponsors:** Nick Chiulos  
**Indexes:**  
**Code sections:**  
**Attachments:** 1. Board Report, 2. County of Monterey 2015-2017 Equal Opportunity Plan, 3. Exhibit 1, 4. Exhibit 2, 5. Exhibit 3, 6. Exhibit 4, 7. Exhibit 5, 8. Exhibit 6, 9. Exhibit 7, 10. Exhibit 8, 11. Exhibit 9, 12. Exhibit 10, 13. Exhibit 11, 14. Exhibit 12

Date	Ver.	Action By	Action	Result
6/28/2016	1	Board of Supervisors	approved	Pass

- a. Approve and adopt the County of Monterey 2015 - 2017 Equal Opportunity Plan;  
b. Direct the Equal Opportunity Officer to implement and administer the County of Monterey 2015 - 2017 Equal Opportunity Plan; and  
c. Authorize the Equal Opportunity Officer to conduct a Compensation Analysis Study.

### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

- a. Approve and adopt the County of Monterey 2015 - 2017 Equal Opportunity Plan;  
b. Direct the Equal Opportunity Officer to implement and administer the County of Monterey 2015-2017 Equal Opportunity Plan; and  
c. Authorize the Equal Opportunity Officer to conduct a Compensation Analysis Study.

### **SUMMARY:**

The County, as a federal contractor, is required by Executive Order 11246 to implement an equal opportunity plan.

The County of Monterey's proposed 2015 - 2017 Equal Opportunity Plan provides the framework and establishes County policy on equal employment opportunity and serves to ensure that equal employment opportunity principles are embedded in the County's recruitment, retention, selection, and promotional opportunities. The Equal Opportunity Plan has been designed to bring qualified women, members of minority groups, covered veterans, and persons with disabilities into all levels and areas of the County's workforce in proportion to their representation in the qualified relevant labor market.

**DISCUSSION:**

The Equal Opportunity Office has been working with the County Equal Opportunity Plan Committee from the Equal Opportunity Advisory Commission to update chapters of the Equal Opportunity Plan to support the Board of Supervisors commitment to providing equal opportunities for all. The Committee assisted in updating Chapters 5, 6, 7, 8, 9 and 10 of Part I Equal Opportunity Plan for Minorities and Women and updated Chapters C, I, M of Part II Equal Opportunity Plan for Disabled Veterans, other Veterans, and Persons with Disabilities, and adding an additional chapter referred to as Chapter B Data Collection Analysis.

At the same time, the Equal Opportunity Office contracted the services of Biddle Consulting Group Inc. (Biddle) to review and conduct an analysis of the County's 2014 workforce, such as number of employees, hires, promotions, terminations, and applicant for employment data. Biddle provided the workforce statistics referred to in the County's Equal Opportunity Plan as Exhibits 2 through 7.

The updated 2015 - 2017 County's Equal Opportunity Plan reflects new annual placement goals and objectives and is in conformance with the requirements of Executive Order 11246, as well as Section 402 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, and Section 4212 and Section 503 of the Rehabilitation Act of 1973, as amended. In addition, the updated Equal Opportunity Plan demonstrates an improvement for minorities and women in our underutilized job groups from the previous Equal Opportunity Plan. For further information please refer to Chapter 6: Identification of Problem Areas.

On June 15, 2016, the Equal Opportunity Advisory Commission approved the proposed updated County of Monterey 2015 - 2017 Equal Opportunity Plan and recommended its submission to the Board of Supervisors.

On June 16, 2016, the Board of Supervisors' Equal Opportunity Committee approved the updated County of Monterey 2015-2017 Equal Opportunity Plan and directed staff to agendize the Equal Opportunity Plan for Board adoption. The Committee also directed the Equal Opportunity Officer to request authorization from the Board of Supervisors to conduct a Compensation Analysis Study to review gender and race wage practices relating to pay equity.

**OTHER AGENCY INVOLVEMENT:**

The Equal Opportunity Office worked with Equal Opportunity Advisory Commission, the Equal Opportunity Committee, and the Office of the County Counsel.

**FINANCING:**

There is no financial impact to the general fund.

Prepared by:

Approved by:

Cynthia Juarez  
Equal Opportunity Analyst

Irma Ramirez-Bough  
Equal Opportunity Officer

Date: June 20, 2016

Attachments: County of Monterey 2015-2017 Equal Opportunity Plan; Exhibits 1 - 12; (Attachments on file with the Clerk of the Board)

cc: Dr. Lew Bauman, County Administrative Officer  
Charles McKee, County Counsel  
Manny Gonzalez, Assistant County Administrative Officer  
Juan Rodriguez, Deputy County Counsel  
James Bogan, Chair, Equal Opportunity Advisory Commission