

ORDINANCE NO. ____

ORDINANCE AMENDING SECTION 2.40
TO THE SANTA CRUZ COUNTY CODE RELATING TO
THE AFFIRMATIVE ACTION COMMISSION.

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

The title of Chapter 2.40 is hereby amended to read as follows:

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

SECTION II

Section 2.40.010 of the Santa Cruz County Code is hereby amended to read as follows:

2.40.010 Establishment - Statutory Authority.

The equal employment opportunity commission is established under the authority of Government Code Section 31000.1 and in compliance with Section 2.38.060 of this code.

SECTION III

Section 2.40.040 of the Santa Cruz County Code is hereby amended to read as follows:

2.40.040 Organization and Procedures.

A. General Organization. The commission shall comply in all respects with Sections 2.38.110 through 2.38.250 of this code, and as otherwise provided herein.

B. County Staff. The equal employment opportunity officer shall provide staff support and serve as administrative secretary to the commission.

SECTION IV

Section 2.40.050 of the Santa Cruz County Code is hereby amended to read as follows:

2.40.050 Power and duties.

The commission shall exercise the following responsibilities in its efforts to achieve equal employment opportunity regardless of political affiliation, race, color, creed, religion, national origin, ancestry, disability, medical condition (cancer related and genetic characteristics), marital status, sex, sexual orientation, gender, age (over 18), veteran status, pregnancy, or any other non-merit factor:

- A. Receive, review, evaluate and monitor the county's equal employment opportunity and non-discrimination plan;
- B. Advise the personnel director and equal employment opportunity officer on methods of accomplishing equal employment opportunity and non-discrimination objectives;
- C. Perform an active role, in conjunction with the civil service commission, the equal employment opportunity officer, county administration, and employee organizations, to provide input for the establishment of improved systems, procedures and activities, including grievance procedures, which will enhance the effectiveness of the equal employment opportunity/non-discrimination policy and plan;
- D. Work with the equal employment opportunity officer to assure that the county's equal employment opportunity contract compliance obligations are met, consistent with federal law.
- E. Work with the equal employment opportunity officer, county administration, employee organizations, and other interested parties, to implement the goals and objectives of equal employment opportunity and non-discrimination;
- F. Report its findings at least semiannually to the board of supervisors regarding progress made toward equal employment opportunity and non-discrimination;
- G. Have access to all relevant information, materials and data which are necessary to carry out its charges;

H. Exercise any other responsibilities which may be set forth in the commission's bylaws as approved by the board of supervisors.

ORDINANCE AMENDING SECTION 2.46
TO THE SANTA CRUZ COUNTY CODE RELATING TO
THE MERIT EMPLOYMENT PRINCIPLES WITHIN
THE COUNTY CODE

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

Section 2.46.070 of Chapter 2.46 of the Santa Cruz County Code is hereby amended to read as follows:

- 2.46.070 MERIT EMPLOYMENT PRINCIPLES: In order to assure a high quality of public service, the systems of personnel administration within the classified service shall be guided by these merit employment principles:
- A. Recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment;
 - B. Providing equitable compensation through a system of position classification;
 - C. Retaining employees on the basis of the adequacy of their performance, correcting inadequate performance, and separating employees whose inadequate performance cannot be corrected;
 - D. Assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, creed, religion, national origin, ancestry, disability, medical condition (cancer related and genetic characteristics), marital status, sex, sexual orientation, gender, age (over 18), veteran status, pregnancy, or other non-merit factor and with proper regard for their privacy and constitutional rights as citizens; and
 - E. Assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for

the purpose of interfering with or affecting the results of an election or a nomination for office. (Ord. 2881, 3/18/80).

ORDINANCE AMENDING SECTION 3.04
TO THE SANTA CRUZ COUNTY CODE RELATING TO
THE PROHIBITION OF DISCRIMINATION WITHIN
THE COUNTY CODE

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

Section 3.04.040 of Chapter 3.04 of the Santa Cruz County Code is hereby amended to read as follows:

3.04.040 DISCRIMINATION PROHIBITED. It is the policy of the County to insure equal employment opportunity for all persons regardless of political affiliation, race, color, creed, religion, national origin, ancestry, disability, medical condition (cancer related and genetic characteristics), marital status, sex, sexual orientation, gender, age (over 18), veteran status, pregnancy, or any other non-merit factor. (Ord. 2847, 1/22/80; Ord. 4291, 2/1/94)

389

CONCLUSION

This ordinance shall take effect on **the** 3 1st day after the date of **final** passage.

PASSED AND ADOPTED this ____ day of _____, 1999⁹, by **the** Board of Supervisors of the County of Santa **Cruz** by the following vote:

AYES: SUPERVISORS
NOES: SUPERVISORS
ABSENT: SUPERVISORS
ABSTAIN: SUPERVISORS

Chairperson of the
Board of Supervisors

Attest: _____
Clerk of **the** Board

APPROVED AS TO FORM:



Assistant County Counsel

DISTRIBUTION: County Counsel
Personnel

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SECTION II

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2.40.010 Establishment - Statutory Authority.

The ~~affirmative action~~ **equal employment opportunity** commission is established under the authority of Government Code Section 3 1000.1 and in compliance with Section **2.38.060** of this code.

SECTION III

Section 2.40.040 of the Santa Cruz County Code is hereby amended to read as follows:

2.40.040 Organization and Procedures.

A. General Organization. The commission shall comply in all respects with Sections 2.38.110 through 2.38.250 of this code, and as otherwise provided herein.

B. County Staff. The ~~affirmative action~~ **equal employment opportunity** officer shall provide staff support and serve as administrative secretary to the commission.

SECTION IV

Section 2.40.050 of the Santa Cruz County Code is hereby amended to read as follows:

2.40.050 Power and duties.

The commission shall exercise the following responsibilities in its efforts to achieve equal employment opportunity regardless of race, color, creed, national origin, religion, ancestry, age (over 18), medical condition (cancer related and genetic characteristics) gender, marital status, pregnancy, handicap, disability, sex, sex preference orientation, veteran status, or any other nonmerit factor:

A. Receive, review, evaluate and monitor the county's ~~affirmative action~~ equal employment opportunity and non-discrimination plan;

B. Advise the personnel director and ~~affirmative action~~ equal employment opportunity officer on methods of accomplishing ~~affirmative action~~ equal employment opportunity and non-discrimination objectives;

C. Perform an active role, in conjunction with the civil service commission, the ~~affirmative action~~ equal employment opportunity officer, county administration, and employee organizations, to provide input for the establishment of improved systems, procedures and activities, including grievance procedures, which will enhance the effectiveness of the ~~affirmative action~~ equal employment opportunity/non-discrimination policy and plan;

D. Work with the ~~affirmative action~~ equal employment opportunity officer to assure that the county's ~~affirmative action~~ equal employment opportunity contract compliance obligations are met, consistent with federal, state and local law.

E. Work with the ~~affirmative action~~ equal employment opportunity officer, county administration, employee organizations, and other interested parties, to implement the goals and objectives of ~~affirmative action~~ equal employment opportunity and non-discrimination;

F. Report its findings at least semiannually to the board of supervisors regarding progress made toward ~~affirmative action~~ equal employment opportunity and non-discrimination;

G. Have access to all relevant information, materials and data which are necessary to carry out its charges;

847

H. Exercise any other responsibilities which may be set forth in the commission's bylaws as approved by the board of supervisors.

ORDINANCE AMENDING SECTION 2.46
TO THE SANTA CRUZ COUNTY CODE RELATING TO
THE MERIT EMPLOYMENT PRINCIPLES WITHIN
THE COUNTY CODE

The Board of Supervisors of the County of Santa Cruz ordains as follows:

SECTION I

Section 2.46.070 of Chapter 2.46 of the Santa Cruz County Code is hereby amended to read as follows:

- 2.46.070 MERIT EMPLOYMENT PRINCIPLES: In order to assure a high quality of public service, the systems of personnel administration within the classified service shall be guided by these merit employment principles:
- A. Recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills, including open consideration of qualified applicants for initial appointment;
 - B. Providing equitable compensation through a system of position classification;
 - C. Retaining employees on the basis of the adequacy of their performance, correcting inadequate performance, and separating employees whose inadequate performance cannot be corrected;
 - D. Assuring fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, creed, religion, national origin, ancestry, handicap, disability, medical condition (cancer related and genetic characteristics), marital status, sex, sexual orientation, gender, age (over 18), veteran status, pregnancy, or other non-merit factor and with proper regard for their privacy and constitutional rights as citizens; and
 - E. Assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for the purpose of interfering with or affecting the results of an election or a

nomination for office. (Ord. 2881, 3/18/80).

ORDINANCE AMENDING SECTION 3.04
TO THE SANTA CRUZ COUNTY CODE RELATING TO
THE PROHIBITION OF DISCRIMINATION WITHIN
THE COUNTY CODE

The Board of Supervisors of the County of Santa **Cruz** ordains as follows:

SECTION I

Section 3.04.040 of Chapter 3.04 of the Santa Cruz County Code is hereby amended to read as follows:

3.04.040 **DISCRIMINATION PROHIBITED.** It is the policy of the County to insure equal employment opportunity for all persons regardless of race, color, creed, religion, national origin **ancestry**, disability, medical condition (cancer related and **genetic characteristics**), **marital status**, **sex**, **sexual orientation**, **gender**, **age (over 40 18)**, **veteran status**, **pregnancy**, or any other non-merit factor. (Ord. 2847, 1/22/80; Ord. 4291, 2/1/94)

PUBLIC NOTICE OF INTENTION TO ADOPT ORDINANCE (SUMMARY)

Notice is hereby given that the Board of Supervisors of the County of Santa Cruz at its regularly scheduled meeting on Tuesday, **January** 12, 1999, in the Board Chambers, 701 Ocean Street, Room 525, Santa Cruz, will consider adoption of an ordinance amending and adding various sections to the Santa Cruz County Affirmative Action proposed ordinance (Chapter 2.40 of the Santa Cruz County Code) and the Santa Cruz Civil Service proposed ordinance (Chapters 2.46 and 3.04 of the Santa Cruz County Code). The Affirmative Action proposed ordinance changes the name of the commission and staff to equal employment opportunity to more accurately describe the work performed thereby and to ensure compliance with Proposition 209. Chapters 2.46 and 3.04 of the Santa **Cruz** County Code proposed ordinance amends the relevant sections to reflect those categories of classes protected **from** discrimination by Federal, state, and local law. The ordinance includes the following:

1. Amends Sections 2.40.01, **2.40.040B**, 2.40.050 of the Affirmative Action Code to rename the affirmative action commission and officer to the equal employment opportunity commission and officer.
2. Amends Sections 2.40.050 of the **Affirmative** Action Code to reflect those categories of classes protected from discrimination by Federal, state, and local law.
3. Amends Section 2.46.070 of the County Code to reflect those categories of classes protected from discrimination by Federal, state, and local law.
4. Amends Section 3.04.040 of the County Code to reflect those categories of classes protected from discrimination by Federal, state, and local law.

A copy of the full text of the proposed ordinance is posted in the **Office** of the Clerk of the Board of Supervisors, Room 500, Santa Cruz, California.

PUBLIC NOTICE OF ADOPTION OF ORDINANCE (SUMMARY)

Notice is hereby given that the Board of Supervisors of the County of Santa Cruz at its regularly scheduled meeting on Tuesday, January **26, 1999** adopted Ordinance No. , amending and adding new sections to the Santa Cruz County subdivision Ordinance contained in Chapters **2.40, 2.46**, and 3.04 of the Santa Cruz County Code.

The ordinance includes the following:

1. Amends Sections **2.40.01, 2.40.040B**, 2.40.050 to rename the affirmative action commission and officer to the equal employment opportunity commission and officer.
2. Amends Sections 2.40.050 to reflect those categories of classes protected from discrimination by Federal state and local law.
3. Amends Section 2.46.070 of the County Code to reflect those categories of classes protected from discrimination by Federal, state, and local law.
4. Amends Section 3.04.040 of the County Code to reflect those categories of classes protected from discrimination by Federal, state, and local law.

The ordinance was adopted by the following vote of the Board of Supervisors:

AYES:	SUPERVISORS
NOES:	SUPERVISORS
ABSTAIN:	SUPERVISORS

A copy of the full text of the ordinance is posted in the Office of the Clerk of the Board of Supervisors, 701 Ocean Street, Room 500, Santa **Cruz**, California.