

ORDINANCE NO. \_\_\_\_

ORDINANCE AMENDING CHAPTER 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 3 1000.1 and in compliance with Section 2.38060 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.

SECTION V

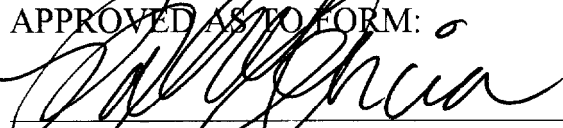
This ordinance shall take effect on the 3 1st day after the date of final passage.

PASSED AND ADOPTED this \_\_\_\_ day of \_\_\_\_\_, 1999, 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

ORDINANCE AMENDING CHAPTER 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 1 S), veteran status, pregnancy, or any other non-merit factor. (Ord. 2847, 1/22/80; Ord. 4291, 2/1/94)

SECTION II

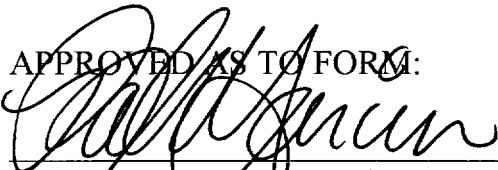
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NOES: SUPERVISORS  
ABSENT: SUPERVISORS  
ABSTAIN: SUPERVISORS

\_\_\_\_\_  
Chairperson of the  
Board of Supervisors

Attest: \_\_\_\_\_  
Clerk of the Board

APPROVED AS TO FORM:  
  
\_\_\_\_\_  
Assistant County Counsel

DISTRIBUTION: County Counsel  
Personnel

ORDINANCE AMENDING CHAPTER 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. 288 1, 3/18/80).

SECTION IV

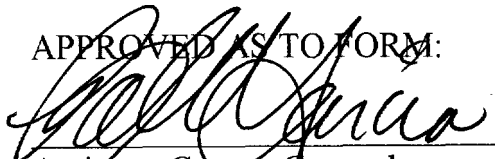
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- AYES: SUPERVISORS
- NOES: SUPERVISORS
- ABSENT: SUPERVISORS
- ABSTAIN: SUPERVISORS

\_\_\_\_\_  
 Chairperson of the  
 Board of Supervisors

Attest: \_\_\_\_\_  
 Clerk of the Board

APPROVED AS TO FORM:  
  
 \_\_\_\_\_  
 Assistant County Counsel

DISTRIBUTION: County Counsel  
 Personnel