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County of Santa Cruz

EQUAL EMPLOYMENT OPPORTUNITY OFFICE

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ANA VENTURA PHARES, EQUAL EMPLOYMENT OPPORTUNITY OFFICER

January 10, 2001

Agenda: January 23, 2001

Board of Supervisors
County of Santa Cruz
701 Ocean Street
Santa Cruz, CA 95065

RE: Defer Equal Employment Opportunity Plan and Persons with Disabilities Recruitment Report

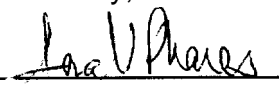
Dear members of the Board:

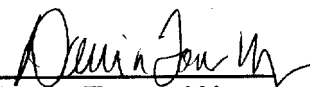
On March 2, 1999, your Board approved the Equal Employment Opportunity Plan for the County of Santa Cruz. The EEO Plan is developed every two years and is normally submitted to your Board during the first quarter of that particular year. As you are aware, the national Census figures with the County statistics will be available by March 2001. Therefore, the EEO commission requests that the County incorporate the new Census 2000 numbers into the EEO plan in order to utilize accurate statistics for comparing the available local labor force with the County workforce when developing policy recommendations.

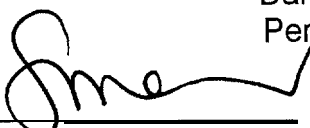
Also, on June 23, 2000, your Board requested that Personnel report back, in conjunction with the Equal Employment Opportunity Plan, on the issue concerning recruitment of persons with disabilities. The EEO Office and the Commission on Disabilities are working together on this issue and have already improved outreach and recruiting techniques, however the EEO and Disabilities Commission, believe it would be best to integrate the formal recommendations into the County EEO Plan report.

It is therefore recommended that your Board defer the submission of the County EEO Plan and the report back on the recruitment of persons with disabilities until May 22, 2001.

Sincerely,


Ana Ventura Phares
EEO Officer


Dania Torres Wong
Personnel Director

Recommended by: 
Susan A. Mauriello
County Administrative Officer

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cc: All Department Heads and the EEO, Women's and Disabilities Commissions