



# County of Santa Cruz <sup>145</sup>

## BOARD OF SUPERVISORS

701 OCEAN STREET, SUITE 500, SANTA CRUZ, CA 95060-4069

(831) 454-2200 FAX: (831) 454-3262 TDD: (831) 454-2123

JANET K. BEAUTZ  
FIRST DISTRICT

ELLEN PIRIE  
SECOND DISTRICT

MARDI WORMHOUDT  
THIRD DISTRICT

TONY CAMPOS  
FOURTH DISTRICT

JEFF ALMQUIST  
FIFTH DISTRICT

AGENDA: 6/26/01

June 14, 2001

BOARD OF SUPERVISORS  
County of Santa Cruz  
701 Ocean Street  
Santa Cruz, CA 95060

RE: APPOINTMENT TO EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Dear Members of the Board:

I recommend the appointment of the following person to the Equal Employment Opportunity Commission in accordance with County Code Chapter 2.40, Section 30, for a term to expire April 1, 2005:

Ricardo A. Alcaino  
417 Racquet Landing Drive  
Aptos, CA -95003  
662-8289 (H)  
420-5044 (B)

Very truly yours,

ELLEN PIRIE, Supervisor  
Second District

EP:ted

cc: Ricardo Alcaino  
Equal Employment Opportunity Commission

2632A2

148 P

APPLICATION FOR APPOINTMENT TO A COUNTY ADVISORY BODY

INSTRUCTIONS:

If you are interested in serving on a County Advisory Body, please complete this application and return it to the Board of Supervisors, 701 Ocean Street, Room 500, Santa Cruz, CA 95060-4069. If you are interested in-being considered for appointment to more than one advisory body, a separate application must be submitted for each appointment you are seeking.

Upon receipt, your application for appointment will be routed to each Board member and then filed for further consideration by Board members when there is a vacancy on the advisory body. If a Supervisor is interested in nominating you for appointment, you will be contacted to discuss the appointment, the appointment process, and requirements for the advisory body in question.

Please specify the Commission, Committee or Board to which you are seeking appointment and provide the requested information.

Thank you for your interest in County Government.

COMMISSION, COMMITTEE or BOARD: Equal Employment Opportunity Commission

Name: Ricardo A. Alcaino

Address: 417 Racquet Landing Drive

Aptos, CA 95003

Phone: (Home) 662-8289

(Business) 420-5044-

Supervisory District: District 2 - Ellen Pirie

Length of Residence in Area: 2 1/2 years

Age (Optional) : ☐ Under 21 ☐ 21-30 ☒ 31-40 ☐ Over 40

PREVIOUS COMMISSION OR COMMITTEE SERVICE (Please specify):

Advisor?/ Body

Term

None with the County of Santa Cruz

(Please see reverse)

2149 147

EDUCATION:

| <u>Institution</u>    | <u>Major</u>          | <u>Decree</u> | <u>Year</u> |
|-----------------------|-----------------------|---------------|-------------|
| Univ. of Southern Cal | Public Administration | MPA           | 1998        |
| Cal State Fullerton   | I/O Psychology        | BA w/ Minor   | 1990        |
| Fullerton College     | Psychology            | AA            | 1985        |
|                       |                       |               |             |
|                       |                       |               |             |

WORK/VOLUNTEER EXPERIENCE:

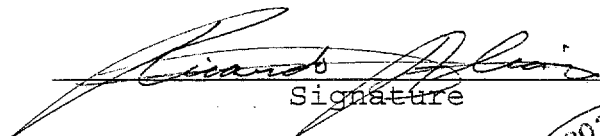
| <u>Organization</u>                   | <u>Address</u>     | <u>Position</u>                      | <u>Year</u> |
|---------------------------------------|--------------------|--------------------------------------|-------------|
| City, of Santa Cruz                   | 337 Locust Street  | Equal Employment Opportunity Officer | Present     |
| City of Los Angeles                   | 111 N. Hope Street | Equal Employment Opportunity Analyst | 90-98       |
| City of Anaheim                       | 100 Anaheim Blvd.  | Administrative Intern                | 1989-1990   |
| National Latina Alliance              | Los Angeles, CA    | Secretary                            | 1995-1997   |
| National Coalition Building Institute | Santa Cruz         | Secretary                            | 1999-2000   |

STATEMENT OF QUALIFICATIONS:

Please attach a brief statement indicating why you are interested in serving on the advisory body in question and why you are qualified for appointment.

CERTIFICATION

I certify that the above information is true and correct and authorize the verification of the information in the application in the event I am a finalist for the appointment.

  
Signature

5/10/01  
Date



06222A6

# STATEMENT OF QUALIFICATIONS

Ricardo A. Alcaino

0150 148

I am interested in serving as Commissioner on the County of Santa Cruz Equal Employment Opportunity (EEO) Commission, so that I can further utilize my experience and expertise in the area of EEO, non-discrimination, and affirmative action. Additionally I am interested in serving on the Commission because I am committed to eliminating workplace discrimination, and committed to furthering equity and diversity at all levels of government.

I believe my more than 10 years of professional experience in the area of EEO as well as my education and volunteer experience help to qualify me to serve as Commissioner.

Professionally, I have served as an EEO Analyst for the City of Los Angeles Department of Water and Power, and as the City's EEO Officer for the City of Santa Cruz. In my eight years at the City of Los Angeles I reviewed, investigated, and resolved dozens of issues regarding allegations of unlawful discrimination and/or harassment, including complaints of sexual harassment, disability, sexual orientation, religion, race, age, and many more. I also authored countless statistical and narrative reports assessing the organizations non-discrimination programs, as well as reports to assess my investigative findings, which included recommendations on ways to address the investigative results. I also represented the City before Federal and State regulatory bodies, and provided legal support to the organization in cases that were litigated. Additionally prepared and presented various reports to appointed and elected bodies, and conducted training on various EEO issues including sexual harassment, affirmative action, and cultural diversity to over 2000 employees. In my present position with the City of Santa Cruz, I have gained additional experience in the above-mentioned areas as well as some new areas. I am currently responsible for monitoring and annually updating the City's Equal Opportunity/Non-Discrimination Assurance Plan, and for staffing the City's Equal Employment Opportunity Committee, which consists of public members as well as City employees. Additionally, I am responsible for: Preparing and presenting the City's Annual EEO Report to the City Council; Investigating and/or mediating complaints of discrimination filed against the City of Santa Cruz; Designing and presenting EEO related training; Conducting Exit Interviews; Conducting the City's outreach recruitment efforts; Preparing statistical and narrative EEO reports; and for representing the City before all Federal and State regulatory bodies.

I believe my education also helps to qualify me to serve as a Commissioner. I hold a Master of Public Administration from the University of Southern California, School of Policy, Planning, and Development, and a Bachelor of Arts degree in Industrial/Organizational Psychology with a minor in Public Personnel Administration from California State University Fullerton. My studies included courses in Gender Issues in Administrative Theory, Labor/Management Relations, Alternative Dispute Resolution, Public Personnel Administration, Collective Bargaining in the Public Sector, Administrative Law, Political Management, and Public Policy Development, Analysis, and Implementation.

Additionally, I believe that my volunteer experience also helps to qualify me to serve as a Commissioner. I served as Board Member and as Board Secretary on two non-profit grass roots organizations - the National Latina Alliance in Los Angeles and the National Coalition Building Institute in Santa Cruz.

I believe my professional experience, advanced education, as well as my personal interest and commitment to address unlawful discrimination issues has prepared me to undertake the duties and responsibilities of Commission Member for the County of Santa Cruz, Equal Employment Opportunity Commission.

