

**2012 INTERNAL OPERATIONS COMMITTEE**

**CONSIDER ADDING TWO SEATS TO THE ADVISORY COUNCIL ON EQUAL  
EMPLOYMENT OPPURTUNITY**

The role of the Advisory Council on Equal Employment Opportunity (ACEEO) advisory council is to advise the Board of Supervisors regarding the implementation of the County's Affirmative Action Plan; review the County's Affirmative Action Program; and recommend actions to facilitate attainment of the County's goals for affirmative action. The advisory council currently has 11 members and the Affirmative Action Officer provides staff support.

December 10, 2012

The ACEEO has requested the addition of two seats: one Community representative and one Veterans representative to better represent the interests of the Contra Costa County community.

Attachments:

1. Request from ACEEO Chairperson William H. Truesdell

**From:** "The Management Advantage, Inc." <[billt@management-advantage.com](mailto:billt@management-advantage.com)>  
**Date:** Thu, 2 Feb 2012 10:44:25 -0800  
**To:** SupervisorMitchoff <[SupervisorMitchoff@bos.cccounty.us](mailto:SupervisorMitchoff@bos.cccounty.us)>  
**Cc:** Deborah Preston <[deborah.preston@hrd.cccounty.us](mailto:deborah.preston@hrd.cccounty.us)>, David Twa <[David.Twa@cao.cccounty.us](mailto:David.Twa@cao.cccounty.us)>  
**Subject:** Status of Recommendation to Increase CCC EEO Advisory Council Seats

February 2, 2012

Supervisor Karen Mitchoff  
IO Committee Chair  
Contra Costa County Board of Supervisors  
2151 Salvio St., Suite R  
Concord, CA 94520

Dear Supervisor Mitchoff:

Last November 11, 2011 I sent Supervisor Gioia the email shown below. In it I expressed the recommendation of the County's Equal Employment Opportunity Advisory Council that an additional two seats be approved for Council membership.

Is it possible for you to let me know of any action that has been taken on that recommendation so I can share the status with Council members?

If you have questions, I'll be happy to discuss them. You can reach me at my office number, 925-671-0404.

Most sincerely,

William H. Truesdell, SPHR  
Chair, EEO Advisory Council

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November 11, 2011

Supervisor John Gioia  
IO Committee  
Contra Costa County Board of Supervisors  
11780 San Pablo Ave., Suite D  
El Cerrito, CA 94530

Dear Supervisor Gioia:

At last month's meeting of the Equal Employment Opportunity Advisory Council a recommendation to the Board of Supervisors was made that membership in the Council be expanded by two additional seats.

Current membership consists of eleven seats as follows:

- 1 Education Representative Seat
- 1 Labor - Trade Member Seat
- 1 Business Representative Seat
- 1 Disability Representative Seat

2 Employee Labor Union Representative Seats  
2 County Management Representative Seats  
3 Community Representative Seats

**We ask that you approve the addition of one more Community Representative seat and one U.S. Uniformed Service Veteran Representative seat.**

As world and community events have changed over time, so too has the need to have additional voices from our veterans and our broadened community. We will survive the economic tragedy that we have been living with for what seems a very long time. When it is behind us, the County will have need to re-energize its hiring program, if only in moderation. Having some additional views expressed from our County community will be helpful in providing the Board of Supervisors the advice it depends on us to give. Specifically including a member of the Veteran community will be very important given the number of returning war veterans our Country is expecting to receive. Most of them will be entering the civilian labor market and we want to be sure we include them in our talent searches when they open up.

All of the Council members are volunteers. There are no expenses associated with incremental adjustment of the membership count.

**PROPOSAL: Increase EEO Advisory Council membership from 11 seats to 13 seats. Assign the two additional seats to Community and Veteran representation.**

I'll be available to discuss any questions this proposal might raise.

Best professional regards,

Bill Truesdell, SPHR  
Chair  
Contra Costa County Equal Employment Opportunity Advisory Council

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