



HIRING OUTREACH OVERSIGHT COMMITTEE

February 10, 2014

10:30 A.M.

651 Pine Street, Room 101, Martinez

Supervisor Karen Mitchoff
Supervisor Federal D. Glover

Agenda Items:	Items may be taken out of order based on the business of the day and preference of the Committee
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1. Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. CONSIDER accepting report from County Counsel on outstanding issues concerning the Consent Decree.
4. CONSIDER directing the task force to carry out the County's tradition of Equal Employment Opportunity by incorporating aspects of the Consent Decree that are still relevant.
5. CONSIDER the Firefighters, Human Resources and Affirmative Action to continue working together to attain our recruitment goals.
6. The next meeting is currently scheduled for March 10, 2014.
7. Adjourn

The Hiring Outreach Oversight Committee will provide reasonable accommodations for persons with disabilities planning to attend Hiring Outreach Oversight Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.

Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Hiring Outreach Oversight Committee less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 3rd floor, during normal business hours.

Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

Antoine J. Wilson, Affirmative Action/Equal Employment Opportunity Officer

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Contra Costa County Board of Supervisors

Subcommittee Report

HIRING OUTREACH OVERSIGHT COMMITTEE

3.

Meeting Date: 02/10/2014

Submitted For: David Twa, County Administrator

Department: County Administrator

Referral No.:

Referral Name:

Presenter: Sharon Anderson

Contact: Antoine Wilson (925)
335-1045

Referral History:

In 1975, Contra Costa County entered into a Consent Decree in order to increase the visibility of women and minorities in the work force. In 2014, the County successfully vacated the Consent Decree.

Referral Update:

County Counsel will discuss lingering issues surrounding the Consent Decree.

Recommendation(s)/Next Step(s):

Accept report from County Counsel on outstanding issues concerning the Consent Decree.

Fiscal Impact (if any):

n/a

Attachments

No file(s) attached.



Contra Costa County Board of Supervisors

Subcommittee Report

HIRING OUTREACH OVERSIGHT COMMITTEE

4.

Meeting Date: 02/10/2014

Department: County Administrator

Referral No.:

Referral Name: Committee Direction

Presenter: Antoine Wilson

Contact: Antoine Wilson (925)
335-1045

Referral History:

The Consent Decree was vacated in January 2014. The goal is to develop a Labor Task Force to implement non-discrimination policies and procedures.

Referral Update:

Direct task force to develop non-discrimination policies and procedures that will provide a robust layer of protection for employees, applicants and vendors..

Recommendation(s)/Next Step(s):

DIRECT the task force to carry out the County's tradition of Equal Employment Opportunity by incorporating aspects of the Consent Decree that are still relevant.

Fiscal Impact (if any):

N/A

Attachments

No file(s) attached.



Contra Costa County Board of Supervisors

Subcommittee Report

HIRING OUTREACH OVERSIGHT COMMITTEE

5.

Meeting Date: 02/10/2014
Submitted For: David Twa, County Administrator
Department: County Administrator
Referral No.:
Referral Name:

Presenter: Antoine Wilson **Contact:** Antoine Wilson (925)
335-1045

Referral History:

The Contra Costa Fire Protection District, Human Resources and Affirmative Action are working together to implement new Outreach goals and programs for minorities and women.

Referral Update:

The Firefighters requested that Human Resources and Affirmative Action keep the Battalion Chief recruitment internal. They are in agreement to open the Fire Chief recruitment to the public and conducting outreach to women and minority groups for more representation.

Recommendation(s)/Next Step(s):

DIRECT the Firefighters, Human Resources and Affirmative Action to continue working together to attain our recruitment goals.

Fiscal Impact (if any):

N/A

Attachments

No file(s) attached.
