



Contra
Costa
County

To: Board of Supervisors
From: HIRING OUTREACH OVERSIGHT COMMITTEE
Date: March 1, 2016

Subject: Appointment to the Advisory Council on Equal Employment Opportunity

RECOMMENDATION(S):

APPOINT George Carter to Community Seat 4 on the Advisory Council for Equal Employment Opportunity to complete the unexpired term ending on November 30, 2018.

FISCAL IMPACT:

None

BACKGROUND:

The Advisory Council for Equal Employment Opportunity (the Council) was established in July 1991 to serve as an advisory committee to the Board of Supervisors regarding the implementation of the County's Affirmative Action Plan, to review the Affirmative Action Program and to recommend actions to facilitate attainment of the County's goal for affirmative action. The Council is composed of 13 members and a Board committee reviews nominations to all seats except those designated for County managers and labor unions. Terms of office for seats reviewed by Board Committee are three years.

In 2013, the Internal Operations Committee reviewed Board Resolution Nos. 2011/497 and 2011/498, which stipulate that applicants for At Large/Non Agency-Specific seats on

☐ APPROVE ☐ OTHER
☐ RECOMMENDATION OF CNTY ADMINISTRATOR ☒ RECOMMENDATION OF BOARD COMMITTEE

Action of Board On: **03/01/2016** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Mary N. Piepho, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 1, 2016

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Chris Heck, Deputy

Contact: Antioine Wilson,
925-335-1455

specified bodies are to be interviewed

BACKGROUND: (CONT'D)

by a Board subcommittee. The Resolutions further permit a Board Committee to select a screening committee to assist in interviewing applicants for appointment for certain bodies, including the Council.

For many years, the Internal Operations Committee served as the reviewing committee for the Advisory Council on Equal Employment Opportunity nominations; however, the mission of the Council is more consistent with the Board's Hiring Outreach Oversight Committee, which is now designated as the reviewing committee for the Council's nominations for the following seats: Education (1); Business (1); Labor Involved in Training (1); Veteran (1); Disabled (1); Union (2), Management (2) and Community (4).

The regular process to fill the above seats is that the Equal Employment Opportunity Officer will assist the Council in recruiting new members. The Council or a subcommittee thereof will screen/interview applications or candidates, and then forward its nominations to the Hiring Outreach and Oversight Committee for consideration and possible recommendation to the Board Of Supervisors. The Advisory Council for Equal Employment Opportunity nominates George Carter to Community Seat number 4 which expires November 30, 2018. Attached is Mr. Carter's application.

CONSEQUENCE OF NEGATIVE ACTION:

In an effort to achieve 100% member participation, the Advisory Council for Equal Employment Opportunity is committed to ensuring that it accepts qualified candidates to serve in one of its vacant seats. Currently, there are 8 seats(62%) out of 13 occupied. If the seat is not filled, the Council will fail to reach its goal of 100% participation.

ATTACHMENTS

George Carter Application Form