



**Contra  
Costa  
County**

To: Board of Supervisors  
From: HIRING OUTREACH OVERSIGHT COMMITTEE  
Date: November 12, 2019

Subject: Appoint Dr. Michelle Hernandez to the Advisory Council on Equal Employment Opportunity

---

**RECOMMENDATION(S):**

APPOINT Dr. Michelle Hernandez to the Community #4 seat on the Advisory Council on Equal Employment Opportunity with a term expiring November 30, 2021.

**FISCAL IMPACT:**

None

**BACKGROUND:**

The Advisory Council for Equal Employment Opportunity (ACEEO) 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. The Council is composed of 13 members. Their goal is to review the Affirmative Action Program and recommend actions to facilitate attainment of the County's goal for affirmative action. In 2013, the Internal Operations Committee (IOC) reviewed Board Resolution No. 2011/497 and 2011/498, which stipulated that applicants for At Large/Non Agency-Specific seats on specified bodies are to be interviewed by a Board subcommittee. The Resolutions further permit a Board Committee to select a screening committee to assist in interviewing applicants for appointment to certain bodies, including the ACEEO. The Board's Hiring Outreach

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **11/12/2019** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

**VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Candace Andersen, District II Supervisor  
Diane Burgis, 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: November 12, 2019

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

Contact: Affirmative Action Officer,  
925-335-1455

By: Stacey M. Boyd, Deputy

cc:

Oversight Committee reviews nominations to all Council seats except those designated for County managers and labor unions. Terms of office for seats reviewed by the Board Committee are three years in duration.

### CONSEQUENCE OF NEGATIVE ACTION:

Inaction or negative action may hinder the ability of the ACEEO to provide unbiased relevant information to the County if the committee is not representative of the communities we serve.

### ATTACHMENTS

Dr. Hernandez Application