



Legislation Details (With Text)

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Title: Human Resources Department recommending the Board
1) Adopt the Equal Employment Opportunity Plan consistent with the requirements of the Code of Federal Regulations 28 42.304; and
2) Authorize the Human Resources Director to submit the Plan to the California Department of Justice and the Governor's Office of Emergency Services, and to make any minor changes to the Plan as necessary relative to review by these agencies, contingent upon review and approval by County Counsel.

FUNDING: N/A

Sponsors:

Indexes:

Code sections:

Attachments: 1. A - El Dorado EEOP 12-19-17, 2. B - 28_CFR_42.301-308 12-19-17

Date	Ver.	Action By	Action	Result
12/19/2017	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board

1) Adopt the Equal Employment Opportunity Plan consistent with the requirements of the Code of Federal Regulations 28 42.304; and
2) Authorize the Human Resources Director to submit the Plan to the California Department of Justice and the Governor's Office of Emergency Services, and to make any minor changes to the Plan as necessary relative to review by these agencies, contingent upon review and approval by County Counsel.

FUNDING: N/A

DEPARTMENT RECOMMENDATION

Human Resources Department recommending the Board

1) Adopt the Equal Employment Opportunity Plan (EEOP) consistent with the requirements of the Code of Federal Regulations (CFR) 28 42.304; and
2) Authorize the Human Resources director to submit the Plan to the California Department of Justice and the Governor's Office of Emergency Services, and to make any minor changes to the Plan as necessary relative to review by these agencies, contingent upon review and approval by County Counsel.

DISCUSSION / BACKGROUND

The County of El Dorado is required to develop and maintain an EEOP that provides a narrative description of our policies, practices, procedures, and data related to equal employment opportunity (EEO) activities within the County of El Dorado and El Dorado County. The essential requirements of the plan are outlined in 28 CFR 42.301-308.

A previous County Counsel opinion indicated the County of El Dorado was exempt from the requirements of an EEOP; however, such opinion was made based on an understanding that the funding agency was requesting an Affirmative Action Plan and not an EEOP. In October 2017, the Human Resources Department and County Counsel confirmed that given 28 CFR, Section 42.302 clearly indicates that the County falls within the scope of the definition and must develop and maintain an EEOP.

Given the requirements of the law and to ensure the County is in good standing with grantor requirements, the Human Resources Department has developed an EEOP to ensure full and equal opportunities and participation of all men and women, which will be accomplished by documenting, analyzing and tracking EEO efforts, workforce analysis and monitoring, and progress in meeting EEO objectives.

Following approval of the Plan by the Board of Supervisors, the Plan will be submitted to the California Department of Justice and the Governor's Office of Emergency Services. The Human Resources Department is requesting that the Board authorize the Director to make any minor changes to the plan following this review.

ALTERNATIVES

The Board could choose not to adopt the EEOP and request revisions. Further, should the Board choose not to adopt the EEOP, it would result in the discontinuance of Federal grant funding.

OTHER DEPARTMENT / AGENCY INVOLVEMENT

Departments who are the recipients of Federal grant funding.

CAO RECOMMENDATION

It is recommended that the Board approve this item.

FINANCIAL IMPACT

There is no financial impact to the County.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT

Good Governance

CONTACT

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