ATTACHMENT

CURRENT

CITY OF SAN DIEGO, CALIFORNIA

COUNCIL POLICY

SUBJECT: EQUAL OPPORTUNITY
POLICY NO.: 300-10
EFFECTIVE DATE: May 19, 1986

BACKGROUND:

Since the adoption of the City's second Five-Year (1979-1984) Affirmative Action Program, significant progress has been made towards realizing the goal of equal employment opportunity. The City has, in most cases, achieved its interim goal that the representation of women and minorities in its work force mirror the representation of women and minorities with requisite skills, based on job-related criteria, in the labor force of the County of San Diego. However, there continue to be job areas within the City in which women and minorities are underrepresented.

PURPOSE:

The City Council, in this Policy, declares its commitment to provide Equal Opportunity in all activities of the City and its agencies, including employment of individuals and firms which contract with the City. This policy is intended to reinforce the merit principle in public employment. Its provisions serve to promote equal opportunity in a cooperative spirit and to create goodwill throughout the community.

POLICY:

1. The City Council is committed to an Equal Opportunity Program pursuant to applicable State and Federal laws and guidelines, to provide Equal Opportunity in all activities of the City and its agencies, including employment of individuals and firms which contract with the City. The Council has extended this commitment even further to have as the City's goal that the representation of women and minorities in the City's work force achieve parity with the ethnic and sex composition of the population of the City of San Diego.

2. The Personnel Director will submit semi-annual reports detailing goals, progress, and strategies to the City Council for review and approval by the Rules Committee and Council. These reports will contain data of sufficient detail as to provide a clear and comprehensive breakdown of the City's workforce in all city departments.

3. The agency and corporate directors of those entities under Council direction and contract will submit semi-annual reports detailing goals, progress and strategies to the City Council for review and approval by the Rules Committee and Council. These reports will contain data of sufficient detail so as to provide a clear and comprehensive breakdown of the workforce.

4. The City Council will require reports on Equal Opportunity programs and progress to be submitted by those individuals and companies doing contract work with the City.

5. The City will continue its efforts to employ and retain women and minorities in occupational categories where they appear to be underrepresented so that they may obtain requisite skills.

6. The City is committed to eliminating architectural barriers to the employment of the disabled and to provide equal opportunity in City employment to the disabled community.

7. The City Council encourages equal opportunity for women, minorities and the disabled to serve on City commissions, boards, committees, and panels.

8. The City Council in order to achieve the goals of this Equal Opportunity Policy shall create a nine-member Equal Opportunity Commission to monitor, review, report and assist in the overall equal opportunity effort of the City and the community at large. The Equal Opportunity Commission shall be appointed by and report to the City Council, and shall:

   A. Monitor and/or evaluate the Equal Opportunity Program of the City as it exists and as it may be amended from time to time by the City Council.

   B. Advise on a continuing basis and make recommendations regarding the Program, as are deemed appropriate and/or necessary, to the Mayor, City Council, Civil Service Commission, Manager and other agencies and appropriate authority of City government.

   C. Submit written semi-annual reports which evaluate the progress of the City and its agencies for review and acceptance by the Rules Committee and Council. Submittal should coincide with semi-annual submittals by the City Manager, Civil Service Commission, non-managerial departments and agencies.

   D. In coordination with City Manager, Civil Service Commission, non-managerial departments and agencies, assist in the recruitment of competent minorities, women and handicapped to compete for available City positions, particularly in specific classes and occupation which reflect underrepresentation.

   E. Promote the City of San Diego as an Equal Opportunity Employer of individuals and firms desiring to contract with the City in order to build confidence and goodwill between the City and all citizens.

   F. Meet regularly with the staff of the City and its agencies to carry out its responsibilities.

HISTORY:

Adopted by Resolution R-258429 05/09/1983
Amended by Resolution R-265745 05/19/1986