

RESOLUTION NO. 215657 MAR 31 1976

WHEREAS, the City of San Diego continues to firmly support a policy of Equal Opportunity Employment; and

WHEREAS, the City of San Diego, as a public employer, maintains a program of positive recruitment and employment through its Affirmative Action Policy and Program; and

WHEREAS, the City of San Diego has, in good faith, employed participants under the Comprehensive Employment and Training Act (CETA) Program in compliance with CETA and RETC guidelines and goals; and

WHEREAS, RETC has recently established a quota for all program participants to hire only the "economically disadvantaged" so that 50 percent of the total CETA work force for all Program Agents in San Diego County will be composed of "economically disadvantaged" persons; and

WHEREAS, recent statistics show that sixteen percent (16%) of the unemployed persons in San Diego County are classified as the "economically disadvantaged," and statistics show that the City of San Diego has exceeded this number by hiring the "economically disadvantaged" to the extent that they constitute 32.75 percent of the City's CETA Title II and VI work force; and

WHEREAS, the Personnel Department of the City of San Diego has recruited and examined applicants and

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established eligibility lists which meet proper CETA requirements pursuant to the rules and regulations established by the Department of Labor; and

WHEREAS, the imposition of the RETC policy relating to "economically disadvantaged" will effectively negate those eligible lists, will create an unfair result to those persons now on those lists, and hamper this City's ability to fill vacant positions; and

WHEREAS, the RETC Policy Board initiated implementation of the subject policy without hearing the position of the City of San Diego on this matter, and without due consideration for specific impact on existing and future contracts with the State of California and the federal government; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, as follows:

1. That in order to promote full employment within the CETA Program and to continue the Affirmative Action efforts being realized by the achievement of CETA goals and objectives, the RETC policy on the exclusive employment of economically disadvantaged be immediately rescinded, and that while reviewing and establishing categorical employment goals, RETC make every effort to contact affected agencies for input, consider the achievement of reasonable percentages within the existing labor force, and emphasize future objectives through the revision of goals, as opposed to instituting absolute quotas.

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2. That the City Council hereby directs its representatives on the Regional Employment and Training Consortium Policy Board to take the necessary and appropriate action required to change said RETC policy which requires the exclusive employment of the "economically disadvantaged."

APPROVED: JOHN W. WITT, City Attorney

By   
Michael B. Peynor, Deputy

MBP:lc:665  
3/26/76  
Or. Dept. : Mayor

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Passed and adopted by the Council of The City of San Diego on \_\_\_\_\_, by the following vote:

Councilmen	Yeas	Nays	Excused	Absent
Gil Johnson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Maureen F. O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lee Hubbard	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leon L. Williams	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Floyd L. Morrow	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jim Ellis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Jess D. Haro	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Pete Wilson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

PETE WILSON

Mayor of The City of San Diego, California.

EDWARD NIELSEN

City Clerk of The City of San Diego, California.

By *Edward J. Salter, Jr.* Deputy.

(Seal)

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Resolution Number **215657** Adopted **MAR 31 1976**

CC-1276 (REV. 12-75)

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