

R. 77-2425
(Substitute)
(Revised)

RESOLUTION NO. 219741

NOV 23 1977

WHEREAS, the City Council of The City of San Diego hereby reaffirms its commitment to provide Equal Opportunity in Employment for all persons without regard for race, sex, national origin, religion, age or physical handicap; and

WHEREAS, it is the long-term goal of this Council to have the City work force achieve population parity for minorities and women; NOW, THEREFORE,

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

1. That the City Council hereby reaffirms its commitment to an Affirmative Action Program pursuant to applicable law and federal guidelines which shall have as its interim goal that the representation of women and minorities in the City's work force mirror the representation of women and minorities with requisite skills in the labor force. Requisite skills are those which can be shown to be based on job related criteria.

2. That the City Council shall set as its goal, and encourage other responsible agencies, to intensify the training of women and minorities in occupational groups where they appear to be underrepresented so they may obtain requisite skills, and to increase the availability of women and minorities in these occupational groups so as to achieve population parity.

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BE IT FURTHER RESOLVED, that the City Council approves the following recommendations and the reasons therefor which are set forth with specificity in the Five Year Review of the Affirmative Action Program on file in the office of the City Clerk as Document No. 762274, and authorizes their implementation:

1. That the Affirmative Action Office and the four (4) authorized positions for that function be transferred from the Housing and Community Services Department to the Personnel Department.

2. That the City Manager and Personnel Director, in cooperation, create an Equal Opportunity Coordinating Council to be composed of the City Manager (Chair), a Deputy City Manager, the Personnel Director, the City Attorney (or designee), the department director responsible for training services, two department directors serving on a rotating basis, the chairperson of the Affirmative Action Citizens Advisory Committee, and chairman of the City Civil Service Commission. This Coordinating Council will provide direction and coordination in areas affecting Affirmative Action, will allow formal commitment to Affirmative Action by top management, and will permit all matters relating to Affirmative Action/Equal Employment Opportunity to be considered in one forum.

3. That the Citizens Advisory Committee, established pursuant to the Affirmative Action Plan in 1972, continue to monitor and evaluate the Affirmative Action Program, continue

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in its advisory capacity to the Mayor and City Council and other appropriate City authorities, and continue to meet with Affirmative Action staff on a periodic basis.

APPROVED: JOHN W. WITT, City Attorney

By Stuart H. Swett
Stuart H. Swett
Chief Deputy City Attorney

SHS:rc:580.6
11/22/77
Or.Dept.: Personnel

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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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tom Gade	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Joel M. Strobl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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.

CHARLES G. ABDELNOUR

City Clerk of The City of San Diego, California.

By *Kathleen Martiney* Deputy.

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Office of the City Clerk, San Diego, California

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Number **219741**

Adopted **NOV 23 1977**