

RESOLUTION NUMBER R-265745

ADOPTED ON MAY 19, 1986

WHEREAS, Council Policy 300-10 requires review by the Rules Committee of the Quarterly Equal Opportunity Status Report; and

WHEREAS, said report was submitted to the Rules Committee on April 7, 1986 and approved by a 4-0 vote; and

WHEREAS, in connection therewith, the Citizens Equal Opportunity Commission's Report No. EOC-6, dated April 4, 1986, subject "Citizen's Equal Opportunity Commission's Review of the Personnel Director's Annual Report", contains a recommendation that Council Policy 300-10 be amended to provide for semiannual reports in place of quarterly reports; and

WHEREAS, the Rules Committee considered said information and recommendation and approved same by a 4-0 vote; and

WHEREAS, the matter is now forwarded to the full Council for appropriate action in connection therewith; NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that the changes shown in the Quarterly Equal Opportunity Status Report submitted as Attachment A to City Manager's Report No. 86-154, dated April 4, 1986, be and the same are not approved but instead, the present quarterly reporting requirements contained therein shall be maintained.

BE IT FURTHER RESOLVED, that the EOC quarterly report should include a performance report, especially on those projects that are public/private partnerships with a definition of those partnerships to be rendered by the City Manager.

BE IT FURTHER RESOLVED, that the City Council restate its position to the San Diego Port District to hire a consultant to facilitate contracting and subcontracting with minority business entrepreneurs with the City Manager to represent the City, and Councilmember Cleator assigned as liaison to the Port District with a status report to be given to the Council on June 9, 1986, on any progress that is made.

BE IT FURTHER RESOLVED, that the City Clerk be and he is hereby directed to make the necessary addition to the Council Policy Manual, and publish and distribute the amended policy as may be necessary and required.

APPROVED: JOHN W. WITT, City Attorney

By

  
Jack Katz, Chief Deputy

JK:smm  
4/23/86  
REV.6/23/86  
Or.Dept:Rules  
R-86-2041  
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## COUNCIL POLICY

SUBJECT

EQUAL OPPORTUNITY

POLICY  
NUMBER

300-10

EFFECTIVE  
DATE

05/09/83

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 quarterly 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.

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SAN DIEGO, CALIFORNIA

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3. The agency and corporate directors of those entities under Council direction and contract will submit quarterly 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 quarterly 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 quarterly submittals by the City Manager, Civil Service Commission, non-managerial departments and agencies.

CITY OF SAN DIEGO, CALIFORNIA  
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- 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 05/09/83

3,405

Passed and adopted by the Council of The City of San Diego on MAY 19 1986  
by the following vote:

Councilmen	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bill Cleator	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gloria McColl	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
William Jones	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ed Struiksma	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mike Gotch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Judy McCarty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Uvaldo Martinez	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Mayor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> VACANT

AUTHENTICATED BY:

ED STRUIKSMA  
Deputy Mayor of The City of San Diego, California.

CHARLES G. ABDELNOUR  
City Clerk of The City of San Diego, California.

By Barbara Benter Deputy.

(Seal)

Office of the City Clerk, San Diego, California

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