

(R-89-1199)

RESOLUTION NUMBER R- 272549
ADOPTED ON DEC 12 1988

WHEREAS, it is widely perceived that the Unified Port District of San Diego's fair employment policies have failed to protect and safeguard the right and opportunity of all persons to seek, obtain, and hold employment without discrimination or abridgment of opportunity due to the race, religious creed, or color of the applicant; and

WHEREAS, it is recognized that the Unified Port District's alleged practice of denying equal employment opportunity creates negative public perceptions, deprives the Port District of the fullest utilization of its capacities and adversely affects the interests of employees, employer, and the public in general; and

WHEREAS, it is the purpose of this resolution to propose effective remedies which will assist in eliminating unfair employment practices; and

WHEREAS, the Board of Commissioners of the San Diego Unified Port District, in accordance with their own affirmative Action Policy Statement No. 12525, are urged to adopt and implement the following:

1. An effective information process so that Port employment opportunities will effectively be publicized and communicated to minority groups; and
2. Employment selection procedures with the Unified Port District which comply with the United States Equal Employment Opportunity Commission Guidelines; and

3. The implementation of a mechanism that allows minority employees to take full advantage of Port training programs, and if no program exist, then the Port shall take appropriation action to establish such programs with employee on training and preparation for promotional opportunities; and

4. The establishment of a human relations training course so that port employees, particularly those in supervisory and management positions are made aware of the cultural backgrounds and common attitudes of persons from various minority groups; and

5. The implementation of an Affirmative Action Program for Contractors, which covers contracts let by Public Works, Purchasing, and all Port departments using professional service contractors; such provisions could be implemented by establishing a Minority Business Enterprise Program;

6. The appointment of an Affirmative Action Administrator, who would implement appropriate changes in the ordinances, resolutions, civil service rules and regulations, departmental rules and procedures appropriate to initiating an effective Port Affirmative Action Program which the Administration would make periodic reports to the Authority and Director; and

7. Implementation of Youth Employment Program which will be in existence for the entire year;

NOW, THEREFORE,

BE IT RESOLVED, by the Council of The City of San Diego, that on behalf of the people of The City of San Diego, this Council strongly urge the Port Commissioners of the San Diego Unified Port District to reaffirm its commitment to Affirmative Action and Equal Employment, both in hiring and contract opportunities.

APPROVED: JOHN W. WITT, City Attorney

By


Jack Katz, Chief Deputy

JK:smm
12/07/88
Or.Dept:Council-Pratt
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DEC 12 1988

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

Council Members	Yeas	Nays	Not Present	Ineligible
Abbe Wolfsheimer	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ron Roberts	<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"/>
H. Wes Pratt	<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"/>
J. Bruce Henderson	<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"/>
Bob Filner	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mayor Maureen O'Connor	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

AUTHENTICATED BY:

MAUREEN O'CONNOR
Mayor of The City of San Diego, California.

(Seal)

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

By *Maureen O'Connor*, Deputy.

Office of the City Clerk, San Diego, California

Resolution **R-272549** DEC 12 1988
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