

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

414



FROM: Human Resources

SUBMITTAL DATE:
September 5, 2003

SUBJECT: Adoption of the Equal Employment Opportunity Plan (EEOP) for Federal Programs for Riverside County

RECOMMENDED MOTION: That your Board approve the Equal Employment Opportunities Commission Short Form (Exhibit 1), setting out an Equal Employment Opportunity Plan for federally funded grants.

BACKGROUND: The County of Riverside administers an Equal Employment Opportunity Plan (EEOP) for Federal Programs as a component of delivering service programs that include federal financing. This proposal is an update to the EEOP Short Form that the Board approved in August 2001. The EEOP compares the current County workforce with population demographics for our metropolitan area, following guidelines provided by the U.S. Department of Justice. In accordance with their instructions, the population comparisons are based on 1990 U.S. Census data. The 2000 census data for labor force analysis are expected to be released by early next year.

Departmental Concurrence

Ronald W. Komers
Asst. CEO/Human Resources Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ N/A	In Current Year Budget:
	Current F.Y. Net County Cost:	\$	Budget Adjustment:
	Annual Net County Cost:	\$	For Fiscal Year:

SOURCE OF FUNDS:	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION:

APPROVE

County Executive Office Signature

- Dep't Recomm.: Consent Policy
- Per Exec. Ofc.: Consent Policy

Prev. Agn. Ref.:

District: *all*

Agenda Number:

**ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD**

3.29

Background (continued)

Review of the current workforce shows the County continuing to make gains in the representativeness of our employment as compared with the general population. This is a result of effective recruitment and promotion processes. The most progress during this period has been in the employment of Hispanics and Blacks in higher-paid law enforcement positions, and employment of Hispanics in Skilled Trades and Service/Maintenance fields. We recommend approval of the attached EEOP.