



COUNTY OF HUMBOLDT

For the meeting of: 7/23/2019

File #: 19-1069

To: Board of Supervisors

From: Human Resources

Agenda Section: Consent

SUBJECT:

Resolution Certifying Review and Re-approval of the Equal Employment Opportunity (EEO) Policy

RECOMMENDATION(S):

That the Board of Supervisors:

1. Adopt Resolution No. ____ (attachment A) re-approving the Equal Employment Opportunity Policy.

SOURCE OF FUNDING:

N/A

DISCUSSION:

Humboldt County is committed to providing equal employment opportunities to all employees, and to advising employees on the procedures to report incidents of perceived discriminatory treatment. On June 7, 2016 the Humboldt County Board of Supervisors last approved an update to the county's Equal Employment Opportunity (EEO) policy. It has been over three years since the policy was last before your Board. While the policy has been reviewed by staff and no changes are proposed, review and current certification of the policy by your Board is a requirement of some state and federal grants. For this reason, the policy is before the Board for re-approval. This policy has been previously shared with all the employee organizations for comment and is incorporated within the American Federation of State, County and Municipal Employees (AFSCME) memorandum of understanding. Approval of the attached resolution will provide further grant opportunities for the county.

FINANCIAL IMPACT:

Having a current review and approval of the county's EEO Policy is a mandatory provision of many federal and state grants. Failure to reapprove the EEO Policy may negatively affect the county's ability to obtain grant funding.

STRATEGIC FRAMEWORK:

This action supports your Board's Strategic Framework by protecting vulnerable populations.

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OTHER AGENCY INVOLVEMENT:

County Counsel

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose to not reapprove the EEO Policy. However, this is not recommended as that action may have a negative impact on grant funding throughout the county.

ATTACHMENTS:

Attachment A: Resolution No. ____ regarding the Equal Employment Opportunity Policy

PREVIOUS ACTION/REFERRAL:

Board Order No.: C-10.

Meeting of: June 7, 2016