

RESOLUTION OF THE SANTA BARBARA
COUNTY ASSOCIATION OF GOVERNMENTS

A RESOLUTION REGARDING AN AFFIRMATIVE ACTION)
PROGRAM FOR THE SANTA BARBARA COUNTY)
ASSOCIATION OF GOVERNMENTS)

RESOLUTION NO. 90-20

WHEREAS, the Santa Barbara County Association of Governments has a clear interest in maintaining an employment environment that is an equal employment opportunity employer and is committed to an active Nondiscrimination Program, including affirmative action components and goals and timetables established to remedy evidence of significant under utilization of identified target groups such as women, ethnic minorities, the handicapped, and Viet Nam era and disabled veterans.

NOW THEREFORE, BE IT RESOLVED AND ORDERED that the Santa Barbara County Association of Governments adopts the following Affirmative Action Program:

1. That all employees and applicants shall all receive equal consideration; and treatment. All recruitment, hiring, placements, transfers, and promotions will be on the basis of the qualifications of the individual for the position being filled (merit) regardless of race, color, religion, ancestry, national origin, age (40 and over), sex, marital status, medical condition (cured or rehabilitated cancer), handicap, veteran's status, or sexual orientation. All other personnel actions or considerations -- such as compensation, benefits (insurance, retirement, etc.), layoffs, returns from layoffs, termination, training and social and recreational programs -- are also administered regardless of race, color, religion, ancestry, national origin, age (40 years and over), sex, marital status, medical condition (cancer-related), handicap, veteran's status, or sexual orientation.
2. The objective of the SBCAG Affirmative Action Program is, whenever possible, to recruit actively and include for consideration for employment members of ethnic minority groups, women, veterans, and the handicapped. All decisions on employment and promotions must be made

solely on the individual's qualifications (merit), bona fide occupational qualifications for the job in question, and feasibility of any necessary job accommodations.

3. The Executive Director of the Santa Barbara County Association of Governments is responsible for the implementation of the SBCAG Affirmative Action Program.
4. The main components of the SBCAG Affirmation Action Program shall be as follows:
 - a. The Executive Director will identify and review with the SBCAG managers, their affirmative action responsibilities.
 - b. The Executive Director will review SBCAG affirmative action responsibilities at staff meetings. At staff meetings the Affirmative Action Program will be reviewed to identify successes and failures and share ideas and information.
 - c. The Executive Director will audit SBCAG training program attendance to determine if SBCAG is offering affirmative action employees opportunities which will prepare them for promotion opportunities. The Executive Director will track the training provided.
 - d. The Executive Director will ensure that appropriate affirmative action informational posters are posted in the SBCAG office.
 - e. The Executive Director will encourage SBCAG managers to participate in community organizations promoting cultural pluralism, educational and economic development of disadvantaged segments of the Santa Barbara County community.
 - f. The Executive Director will ensure that all open Extra-Help positions which pay \$25,000. per year or less are listed with the local EDD office so that qualified veterans will have the opportunity to become aware of these jobs. In addition all other job positions will be listed with EDD as part of the normal recruitment notification process.
 - g. The Executive Director, on an ongoing basis, will identify any additional action that will promote the implementation of the SBCAG Affirmative Action Program and return to the Board for adoption of additional affirmative action program components.

PASSED AND ADOPTED, this 20th, day of September, 1990, by the following vote:

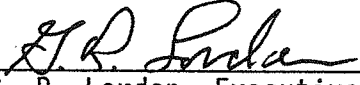
AYES: Supervisors Ochoa, Rogers and Owens; Mayors Loney and Hobbs; Councilmembers Lawrence, Miller, Hays, and Sanchez.

NOES: None.


ABSTAIN: None.

ABSENT: Supervisors Wallace and Miyoshi.

ATTEST:



G. R. Lorden, Executive Director
Santa Barbara County
Association of Governments



David G. Lawrence, Chairman
Santa Barbara County
Association of Governments