

**SANTA BARBARA COUNTY
BOARD AGENDA LETTER**



Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:
Prepared on: 6/3/04
Department Name: County Administrator
Department No.: 012
Agenda Date: 6/22/04
Placement: Administrative
Estimate Time: 30 minutes on 7/6/04
Continued Item: NO
If Yes, date from:

TO: Board of Supervisors
FROM: Michael F. Brown
County Administrator
STAFF CONTACT: Claudia Lujan
Equal Opportunity Manager
SUBJECT: County Equal Opportunity Workforce Data

Recommendation(s):

That the Board of Supervisors:

Set a hearing on July 6, 2004, to receive a report on the current County workforce gender, race and ethnicity data compared to the 1990 Census figures and 2003 County workforce numbers.

Alignment with Board Strategic Plan:

GOAL III: ORGANIZATIONAL EFFECTIVENESS – A strong, professionally managed organization.

Executive Summary and Discussion:

The County workforce statistics are presented in a graphic format by job category as to gender, ethnicity and race. Overall, the County workforce numbers for 2004 do not reflect large variances from our 2003 workforce. However, according to the 1990 Census labor force statistics (the most recent available), the following changes have occurred. In the Technician category we have fallen slightly below the available community labor force in employing Asian females. Likewise, our employment of White females in the category of Office & Clerical has declined. Meanwhile, the County has increased the number of Black males working in the Para-Professional category, as well as Hispanic males employed in the categories of Protective Services (Official), and Office & Clerical as compared to the County's 2003 workforce numbers.

In response to Board member inquiry, included in the 2004 County Workforce Report is a discrimination complaint log for fiscal year 2003-2004. This report identifies, by department, the number of internal and external complaints filed with the Equal Opportunity Office.

Mandates and Service Levels:

A) The compilation of workforce data is mandated by the Federal Executive Order 11246.

Fiscal and Facilities Impacts: None

cc: Department Directors
Employee Organizations