

## CLACKAMAS COUNTY BOARD OF COUNTY COMMISSIONERS

### Policy Session Worksheet

**Presentation Date:** 01/24/17 **Approx Start Time:** 10:30AM **Approx Length:** 30 mins

**Presentation Title:** Affirmative Action and Equal Employment Opportunity Plan (EEOP)

**Department:** County Administration

**Presenters:** Emmett Wheatfall, Assistant County Administrator & Compliance Officer

**Other Invitees:** Evelyn Minor-Lawrence, HR Director and JJ Peters, Recruitment Mgr.

### **WHAT ACTION ARE YOU REQUESTING FROM THE BOARD?**

Staff asks the BCC to *replace* of the County's programmatic commitment to Affirmative Action and require the establishment of an Equal Employment Opportunity Program (EEOP).

### **EXECUTIVE SUMMARY:**

Employers doing business with the United States government as federal contractors are required to establish and maintain an effective Affirmative Action program. Since 1978, Clackamas County has *voluntarily* instituted employment policies and practices consistent with Executive Orders that form the basis for federally mandated Affirmative Action. While *not* federally mandated, Clackamas County has maintained a *voluntary* commitment to federally mandated philosophy and practice with respect to Affirmative Action.

Clackamas County is a recipient of federal grant funds. As a federal grant funds recipient, the County is required to establish, maintain and confirm the presence of an Equal Employment Opportunity Plan (EEOP). <sup>[1]</sup>An EEOP is a comprehensive document that analyzes a recipient's relevant labor market data, as well as the recipient's employment practices, to identify possible barriers to the participation of women and minorities in levels of a recipient's workforce. Its purpose is to ensure the opportunity for full and equal participation of men and women in the workplace, regardless of, color, or national origin.

While maintaining an Affirmative Action program is not federally required of Clackamas County, an EEOP is federally mandated. Therefore, it is more practical and philosophical that Clackamas cease its commitment to the programmatic work of Affirmative Action, and require the establishment of an EEOP. It is essential Clackamas County effectively manage its EEOP requirement. Doing so will not hinder the County's philosophical belief in the importance of Affirmative Action.

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<sup>[1]</sup> <https://ojp.gov/about/ocr/eeop.htm>

**FINANCIAL IMPLICATIONS** (current year and ongoing): N/A

**STRATEGIC PLAN ALIGNMENT:**

- How does this item align with your Department's Strategic Business Plan goals?  
County Administration is responsible for EEO compliance.
- How does this item align with the County's Performance Clackamas goals?  
By 2019... 20% reduction in EEO categories where females and minorities are underrepresented.

**LEGAL/POLICY REQUIREMENTS:**

- Affirmative Action: N/A
- Equal Employment Opportunity Plan (EEOP): Federal Requirement

**PUBLIC/GOVERNMENTAL PARTICIPATION:** N/A

**OPTIONS:**

- Replace Affirmative Action commitment and affirm commitment to an EEOP
- Not replace Affirmative Action commitment and affirm commitment to an EEOP
- Ask for additional Information
- Make recommendations

**RECOMMENDATION:**

Staff asks the BCC to *replace* the County's programmatic commitment to Affirmative Action and require the establishment of an Equal Employment Opportunity Program (EEOP).

**ATTACHMENTS:** N/A

SUBMITTED BY: Emmett Wheatfall, Assistant County Administrator & Compliance Officer

Division Director/Head Approval \_\_\_\_\_

Department Director/Head Approval \_\_\_\_\_

County Administrator Approval \_\_\_\_\_

For information on this issue or copies of attachments, please contact Emmett Wheatfall  
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