



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

March 18, 2008

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Acceptance of the FY 2006-2007 Equal Employment Report

RECOMMENDATION: It is recommended that your Board accept the FY 2006-07 Equal Employment Report as prepared by the Department of Human Resources in cooperation with the Equal Employment Advisory Committee and presented by the Personnel Commission.

SUMMARY: Your Board approved and adopted the County of Marin 2005-2010 Five-Year Equal Employment Plan in July 2005, and it has been the County's practice to periodically present a report on the County's progress in implementing each Five-Year Plan.

The FY 2006-2007 Equal Employment Report examines the County's progress in employing people of historically underrepresented groups. The County's progress is measured against the 2005-2010 Five-Year Plan crafted from the 2000 civilian labor force data. In this report, there are new features which make the report easier to read and comprehend. Those changes include the clear identification of underutilization throughout the report, the elimination of the "people of color" designation, the addition of part-time statistics, and the inclusion of the labor-market availability for all categories, including men and white.

As of June 2007, 1,399 (75.1%) of the Marin County regular, full-time employees were white, 109 were black (5.8%), 198 were Hispanic (10.6%), 142 were Asian (7.6%) and 16 were American Indian/Alaskan Native (0.7%). On a very positive note, black employees make up 5.8% of the workforce while the availability is only 4.5%. Additionally, American Indian/Alaskan Native employees make up 0.7% of the workforce, while the availability is only 0.4%. This year the County did not surpass the labor-market availability for Hispanic and Asian employees. Hispanic employees comprise 10.6% of the County workforce, and Asian employees comprise 7.6% of the workforce, while the availabilities, respectively, are 12.5% and 9.0%.

REVIEWED BY:	<input type="checkbox"/> Auditor Controller	<input checked="" type="checkbox"/> N/A
	<input type="checkbox"/> County Counsel	<input checked="" type="checkbox"/> N/A
	<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> N/A

Respectfully submitted,

Laura Armor
Director of Human Resources

Attachment

cc: Danny Briones, Accounting Manager, Auditor-Controller's Office
Matt Bronson, Principal Administrative Analyst, County Administrator's Office
Don Casey, Personnel Commissioner
Terry Corde, Chair, Equal Employment Advisory Committee
Lisa Cutten, Employee Benefits Supervisor, Human Resources
Larry Daniel, Senior Personnel Analyst, Human Resources
Dan Eilerman, Principal Administrative Analyst, Human Resources
Katie Gaier, Deputy Director, Human Resources
Brenda Grayson, Principal Systems Analyst, Project MERIT
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Janet McAllister, Personnel Commissioner
Katie Malone, Personnel Commissioner
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Angela Nicholson, Equal Employment & Diversity Officer, Human Resources
Gerry Norton, Principal Personnel Analyst, Human Resources
Liz Paris, Deputy Director, Human Resources
Nancy Peters-Janover, Chair, Marin County Personnel Commission
William Stephens, Personnel Commissioner