

RESOLUTION COVERING AFFIRMATIVE ACTION POLICY FOR EQUAL EMPLOYMENT OPPORTUNITY

WHEREAS, the principals of an Affirmative Action Program include:

1. The preparation of an equal employment opportunity policy;
2. The designation of a person of managerial capacity in the City to coordinate City equal opportunity efforts;
3. The requirement that the recruiting, hiring, placement, promotion, pay, other compensation and working conditions be non-discriminatory within the City, and;
4. The City make maximum use of sub-professional internship and other training to help equalize opportunity for minority persons.

WHEREAS, the City encourages non-discriminatory contracting and requires that its Equal Opportunity Employment Program be up-dated when necessary to assure its effectiveness,

WHEREAS, the City Council fully supports these specific policies of the Affirmative Action Program, including the dissemination of policy, establishment of goals, recruitment efforts, training in promotional opportunities for minority employees, and problem identification during auditing and reporting procedures;

NOW THEREFORE,

BE IT RESOLVED

The City Council agrees:

1. That it will comply with the hereinbefore listed principles of Affirmative Action for equal employment opportunity in matters of personnel action;
2. It is the equal employment opportunity policy of the City that the recruiting, hiring, placement, transfer, promotion, pay, compensation, fringe benefits, layoffs and recall practices, working conditions of the applicant will be non-discriminatory; administered without regard to race, creed, color, national origin, sex, or age, except for sex or age as a valid occupational qualification.
3. The City Council, in recognition of the above policies, fully endorse the responsibility of management and supervisory employees for implementing the program policies and has appointed the City Administrator as Equal Employment Opportunity Officer.

PASSED BY THE COMMON COUNCIL THIS 18th DAY OF July, 1983.

Sigend by the Mayor this 28th day of July, 1983.

Henry A. Pate
Mayor

ATTEST:

Ellis Vandenberg
City Administrator