

**Sec. 94-74. - Same—Powers and duties.**

The affirmative action committee shall have the following powers and duties:

- (1) To develop and implement an affirmative action plan for all facets of county government.
- (2) To direct the day-to-day operation and implementation of the affirmative action plan.
- (3) To receive complaints and to be the final authority for review of questions involving any alleged discrimination.
- (4) To conduct investigations concerning employment practices which may have an adverse impact on protected classes.
- (5) To hire an affirmative action officer who shall serve at the pleasure of the committee.
- (6) To recommend to the board of county commissioners a proposed budget for the funding of the county affirmative action office.
- (7) To oversee and to review the actions of the affirmative action office.
- (8) To establish monitoring systems as may be necessary for implementation of the affirmative action plan.

**Sec. 94-75. - Contents of plan.**

The affirmative action plan shall comply with all federal requirements and shall provide for good faith efforts to:

- (1) Determine the extent to which minorities and women are underutilized in major categories.
- (2) Identify and eliminate the specific causes of such underutilization.
- (3) Identify and eliminate any employment practices which are not clearly related to job performance and which may have an adverse impact on protected classes.
- (4) Rely exclusively upon employment practices which are based upon merit and other valid job related criteria.
- (5) Develop, through special recruitment efforts, substantial applicant pools of qualified women and members of minority groups.
- (6) Develop, through special recruitment efforts, applicant pools in which handicapped persons are represented equitably.
- (7) Project goals and timetables which shall include estimates of the representation of minorities and women likely to result from the operation of the affirmative action plan.

**Sec. 94-76. - Affirmative action office.**

- (a) There is hereby established the county affirmative action office, which shall be under the direction of the affirmative action committee.
- (b) The affirmative action office shall be headed by the affirmative action officer, who shall be appointed by and answerable directly to the affirmative action committee.
- (c) The affirmative action office shall be responsible for the day-to-day implementation of the affirmative action plan, including preparing reports, making recommendations, and conducting investigations, subject to direction from the affirmative action committee.