

Employees County

# Santa Cruz County

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## County meets goals for women, minority hiring

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**SANTA CRUZ** — For the first time since it started keeping records, county government has met its goals for the hiring of women and minorities.

In a year, the county increased its minority workforce from 471 to 496, a 1 percent gain, according to a fiscal year-end report from the county Affirmative Action Office.

The largest gain was made in the professional category, a target for more female and minority hires.

At the end of June, 24 percent of county workers were members of minority ethnic groups, according to a survey. Hispanics made up the largest subgroup at 18 percent.

Women comprised 59 percent of the workforce.

The county had 2,076 workers at the end of June.

Each year the county sets goals based on census figures for individual groups. Federal "labor force availability" figures indicate the county should have 19.7 percent minority workers and 50 percent female.

The largest percentage of female employees are in the office and clerical areas. Women are less represented in areas traditionally considered "male" jobs.

The affirmative action office and personnel department plan to target recruitment efforts for women in para-professional, skilled craft and service and maintenance occupations.

"The figures can be deceiving," said Rita Flores, coordinator of the county's Women's Commission. While it is true many top departmental level jobs are held by women, "many women are in the lowest paid jobs," she said.

Women head the county administrative office, health services agency, personnel department, courts and mental health department.

Specific job areas have been targeted for specific groups, such as law enforcement, office and clerical and skilled crafts for African-Americans.

The county report said Asians and Hispanics continue to be the most under-represented when compared with the local population. The number of positions needed to bring Hispanics to parity has been cut almost in half in the past year, according to the report.

The Board of Supervisors has adopted hiring goals higher than required by state or federal agencies, said Mary Lou Alexander, county personnel director. In some cases, such as overall minority rep-

## County government workforce

The table below shows the gender and ethnic composition of the Santa Cruz County government workforce as of June 30, based on surveys of county workers.

Job category	Total	Male	Female	White	Black	Hispanic	Asian	Native American	Minority total
Administrative	53	31	22	48	3	2	0	0	5
Professional	608	263	345	528	9	45	19	7	80
Technical	424	137	287	280	6	122	9	7	144
Law enforcement	210	170	40	163	1	39	5	2	47
Paraprofessional	62	16	46	31	1	26	2	2	31
Office/clerical	504	38	466	368	4	108	22	2	136
Skilled craft	91	89	2	76	0	11	2	2	15
Service/maintenance	124	110	14	86	6	26	3	3	38
Total	2,076	854	1,222	1,580	30	379	62	25	496
	100%	41%	59%	76%	1%	18%	3%	1%	24%

Source: Santa Cruz County Affirmative Action Office

resentation, the goals were still achieved, she said.

"We are making significant strides toward meeting our goals," said supervisors chairman Gary Patton. He said the county wants to get the message out that "there are jobs here and we really do want to hire minorities."

Flores, of the Women's Commis-

sion, called for more efforts to hire locally rather than reaching out to outside communities.

"People should be recruited from this county," she said.

The county is lagging in the area of purchase contracts to minority- or female-owned businesses. A computer program designed to track all purchase orders showed

2.4 percent went to minority owned businesses, comprising 5.2 percent of the total dollars spent. Women-owned businesses garnered 7.6 percent of the contracts for 5.3 percent of the total value.

Locally owned businesses were awarded 38 percent of the purchase contracts for 26 percent of funds spent.