



MWD

METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

FEB 14 1995

[Signature]
EXECUTIVE SECRETARY

January 31, 1995

To: Board of Directors (Organization & Personnel Committee--Information)

From: General Manager

Subject: Metropolitan Water District Affirmative Action Plan (Revised)

Report

This report summarizes the District's 1994 Revised Affirmative Action Plan (Plan). The Plan was first adopted by the District in September of 1981 and was last revised in 1991. The current revision is the product of extensive review and evaluation by the staff of the Equal Employment Opportunity Office. Review and input was also provided by the Legal Department, Human Resources Division, and the Equal Employment Opportunity Advisory Committee.

The revision of this Plan incorporated the most recent legal requirements, practices and developments in Equal Employment Opportunity and Affirmative Action.

The EEO staff also worked extensively with Psychological Services Incorporated, to compare the makeup of the MWD work force with the makeup of the relevant labor market from which the District draws its employees. Using this data, specific action-oriented steps were designed to attain employment levels for protected group members in proportion to their availability.

Affirmative Action Plan

The purpose of the Plan is to provide the District with the necessary tools to make equal employment opportunity a reality for all employees.

The Plan accomplishes this purpose by adhering to the following:

- re-affirming the District's commitment to Equal Employment Opportunity and Affirmative Action in its employment practices, program operations, and service delivery system;
- identifying areas of employment where protected group members are under-represented;

- recognizing the increasing diversified nature of the work force and fostering and supporting programs which enhance this diversity; and
- assigning responsibility and accountability for the success of the Plan to division and department heads, managers and supervisors.

The Plan also contains a section which provides the most recent data describing the composition of the District work force and the levels at which the District employs minorities and women.

The Plan clearly affirms the District's commitment to ensure equal opportunity for all qualified persons regardless of race, gender, creed, national origin, color, disability as defined by law, disabled veteran status, Vietnam era veteran status, religion, age, medical condition, marital status, ancestry or sexual orientation.

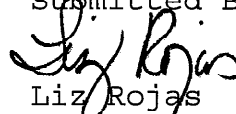
The Plan also establishes the District's commitment to providing a workplace free of discrimination, defines examples of discriminatory practices, and provides a clear process for prompt resolution of complaints arising from real or perceived discriminatory practices.

Recommendation

For information only.

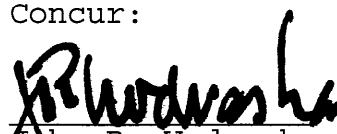
John R. Wodraska
General Manager

Submitted By:



Liz Rojas
Executive Assistant for
Strategic Policy Development

Concur:


John R. Wodraska
General Manager

DM/vb

Attachment