

ORDINANCE NO. 94-76 AC CMS

AN ORDINANCE AMENDING ORDINANCE NO. 1348 AC RELATIVE TO
AFFIRMATIVE ACTION EMPLOYMENT PROGRAM GOALS FOR THE CITY OF
OBERLIN, OHIO, IN ORDER TO REFLECT CURRENT CENSUS DATA

BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio, a majority of all members elected thereto concurring:

SECTION 1. That Ordinance No. 1348 AC, which established an Affirmative Action Employment Program for the City of Oberlin, Ohio, and set forth certain goals for minority employment, is hereby amended in the following manner to reflect recent federal census data:

GOALS

A goal shall be used as a measurement of how the City of Oberlin assimilates racial minorities into its work force. It is recognized that there are many variable factors which will affect the attainment of any goal within any specified period of time.

Turnover rate, creation of new positions, availability of applicants and the need to follow established civil service procedures are examples of these variables. Efforts will be made to assure that these factors have a minimum negative impact on the attainment of the goals set by the Affirmative Action Plan.

The 1990 Census indicated the population of Oberlin to be 8191. The aggregate figures by race were as follows:

White	5805	70.9%
Black	1934	23.6%
Other	<u>452</u>	<u>5.5%</u>
Total	8191	100.0%

Approximately 29.1% of the total population, therefore, was nonwhite. However, if these figures are adjusted to eliminate the Oberlin College student enrollment, and further adjusted to include only those residents of working age (18-65 years), the minority population of the City of Oberlin is thirty-one percent (31%). Accordingly, for the purposes of its affirmative action program, the City government shall establish as its goal, effective upon passage of this ordinance, to implement personnel employment and selection procedures so as to achieve at least a thirty-one percent (31%) level of representation in the City work force. Insofar as possible, this goal shall be attained on a department-by-department basis and shall apply to supervisory as well as no-supervisory positions.

It is understood that this goal of thirty-one percent (31%) is not a quota but is, in fact, a criterion of measurement to be used when comparing the City government employment statistics with the overall City population.

City Council shall review the goal each ten (10) years, as soon as possible after receipt of the most recent census information, and, based upon that information, make such adjustments to the goal as Council deems reasonable.

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of this Council and that all deliberations of this Council and of any of its committees that resulted in such formal action, were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this ordinance shall take effect at the earliest date allowed by law.

PASSED: 1st Reading - September 6, 1994
2nd Reading - September 19, 1994
3rd Reading - October 3, 1994

ATTEST:


CLERK OF COUNCIL


CHAIRMAN OF COUNCIL

POSTED: October 7, 1994

EFFECTIVE DATE: November 2, 1994