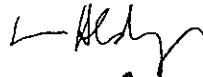


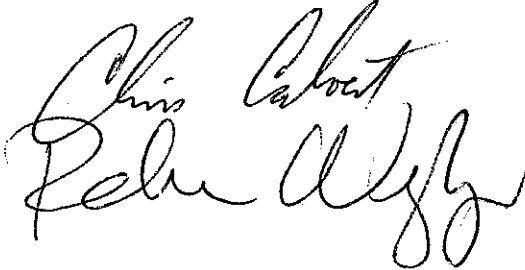
1 CITY OF SANTA FE, NEW MEXICO

2 RESOLUTION NO. 2007-23

3 INTRODUCED BY:

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8 A RESOLUTION

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11 **DIRECTING THE CITY MANAGER TO DEVELOP A PLAN TO ENCOURAGE MORE**
12 **FEMALE EMPLOYEES TO ENTER THE BLUE-COLLAR TRADES WITHIN THE**
13 **GOVERNMENT OF THE CITY OF SANTA FE**

14
15 **WHEREAS**, previous affirmative action reports studying city employees within the city
16 of Santa Fe have shown a major deficiency in the presence of female employees in city jobs
17 which are in the mid-range of employee salaries; and

18 **WHEREAS**, analysis of that deficiency shows that much of it is due to the scarcity of
19 female employees in the blue-collar trade positions; and


20 **WHEREAS**, no real analysis has been done to show why women are so severely
21 underrepresented in these positions; and

22 **WHEREAS**, the city of Santa Fe is committed to equal opportunity for all of its
23 employees and for all residents of the city.

24 **NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF THE**
25 **CITY OF SANTA FE** that the city manager is directed to develop a plan to increase the number

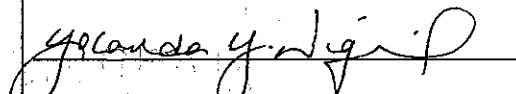
1 of women in blue-collar trade positions within the city over the next three years. Such plan
2 should include clear goals and guidelines; analysis of why women are underrepresented in these
3 positions; recruitment and training of women to help them qualify for these positions; and a
4 program that encourages managers to consider and hire women for these positions.

5 **PASSED, APPROVED and ADOPTED** this 14th day of March, 2007.


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8 DAVID COSS, MAYOR

9 ATTEST:

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12 YOLANDA Y. VIGIL, CITY CLERK

13
14 APPROVED AS TO FORM:

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17 FRANK D. KATZ, CITY ATTORNEY

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25 *mdb/N/Resolutions2007/bluecollar affirmative action*