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LOCAL LAW NO. 7 - 2019

A LOCAL LAW AMENDING THE ONONDAGA COUNTY CHARTER AND ADMINISTRATIVE CODE ESTABLISHING THE ONONDAGA COUNTY OFFICE OF DIVERSITY AND INCLUSION

BE IT ENACTED BY THE COUNTY LEGISLATURE OF THE COUNTY OF ONONDAGA, AS FOLLOWS:

Section 1. Purpose and Findings.

Fostering diversity and inclusion in ongoing County operations to reflect the population served will increase operational performance, as well as promote respect and equality within the County workforce and community.

Section 2. Charter Amendment.

The Onondaga County Charter, being Local Law No. 1-1961, as previously amended, is hereby further amended as follows:

A new Article XXVII is hereby established within the Charter, entitled "Office of Diversity and Inclusion."

Such new Article XXVII is to read as follows:

Section 2701. OFFICE OF DIVERSITY AND INCLUSION.

There shall be an Office of Diversity and Inclusion, headed by a Chief Diversity Officer who shall be appointed by and be directly responsible to the County Executive, subject to confirmation by the County Legislature. The appointment shall be on the basis of professional experience and qualifications for the duties of the office. The Chief Diversity Officer shall serve at the pleasure of the County Executive.

Section 2702. POWERS AND DUTIES OF THE CHIEF DIVERSITY OFFICER.

The Chief Diversity Officer shall be empowered to administer and operate the Office of Diversity and Inclusion. Except as otherwise provided in this Charter or the Administrative Code, the Chief Diversity Officer shall perform such other and related duties as shall be required by law or as may be assigned by the County Executive on matters related to diversity and inclusion.

Section 3. Administrative Code Amendment.

The Onondaga County Administrative Code, being Local Law No. 1-1975, as previously amended, is hereby further amended as follows:

A new article is hereby established within the Administrative Code, entitled "Office of Diversity and Inclusion."

Such new Article XXXII is to read as follows:

Section 32.01. OFFICE OF DIVERSITY AND INCLUSION.

There shall be an Office of Diversity and Inclusion headed by a Chief Diversity Officer who shall be appointed by the County Executive subject to confirmation by the County Legislature. The appointment shall be on the basis of professional experience and qualifications for the duties of the office. The Chief Diversity Officer shall serve at the pleasure of the County Executive.

Section 32.02. CHIEF DIVERSITY OFFICER, POWERS AND DUTIES.

Except as may otherwise be provided in the Charter or this Code, the Chief Diversity Officer shall:

- (a) develop and recommend comprehensive strategies addressing diversity and inclusion in a manner that will advance equitable opportunities within County operations.
- (b) recommend practices that create opportunities to foster diversity and inclusion within the County workforce and County processes, and as may be otherwise required by applicable law or desired for the well-being of the County.
- (c) be responsible for addressing matters regarding diversity and inclusivity within County operations, including recruitment, training and retention of underrepresented populations.
- (d) manage and administer diversity and inclusivity programs and related services for the benefit of County employees, where such programs and services build awareness and promote respect and equality.
- (e) have all the powers and perform all the duties now or hereafter conferred or imposed by law, together with such other and related duties as may be required by the County Executive.

Section 32.03. DEPARTMENTAL DIVISIONS AND UNITS; DEPUTY CHIEF DIVERSITY OFFICER AND STAFF; APPOINTMENT; REVOCATION.

The Chief Diversity Officer may, within appropriations therefore, create such other divisions or units within the Department as may be deemed appropriate from time to time in the performance of the powers and duties of the office. In addition, the Chief Diversity Officer may appoint such Deputy Commissioners, assistants and employees of the Department as shall be authorized by the County Legislature. Each such appointee shall be directly responsible to and, unless otherwise required by law, serve at the pleasure of the Chief Diversity Officer. Appointments and revocations thereof, shall be in writing and reported to the Commissioner of Personnel.

The Chief Diversity Officer shall be empowered to assign such tasks and responsibilities to the Deputy Commissioners as may be desired, enabling the Deputy Commissioners to assist the Chief Diversity Officer in fulfilling the duties of the office.

Section 32.04. ACTING CHIEF OF DIVERSITY.

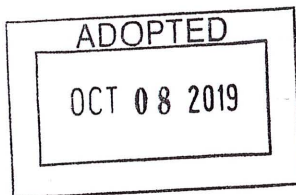
The Chief Diversity Officer, subject to the approval of the County Executive, shall designate in writing a line of succession to the office of Acting Chief Diversity Officer in the event of absence from the County or inability to perform and exercise the powers and duties of the office. Such designation shall be filed with the County Clerk and the Clerk of the County Legislature and may be revoked at any time, evidenced by the Chief Diversity Officer filing a new written designation. The Acting Chief Diversity

Officer shall have all the powers and perform all the duties of the Chief Diversity Officer during the period of succession or until a new Chief Diversity Officer shall be appointed pursuant to law and shall qualify to assume that office.

Section 4. Effective Date.

This local law shall take effect January 1, 2020, and shall be filed consistent with the provisions of the Municipal Home Rule Law.

LL – Office of Diversity  
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I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND EXACT COPY OF LEGISLATION DULY ADOPTED BY THE COUNTY LEGISLATURE OF ONONDAGA COUNTY ON THE

8th DAY OF October, 2019.

*Debra A. Matus*

CLERK, COUNTY LEGISLATURE  
ONONDAGA COUNTY, NEW YORK

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