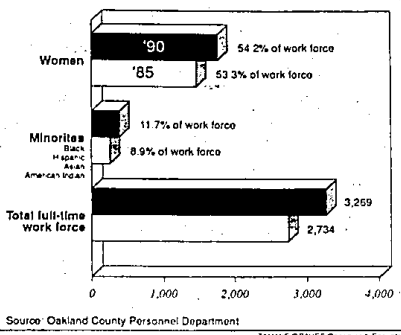


Gains made by women and minorities in the Oakland County Government work force in the past five years.



By Pat Murphy
staff writer

Oakland County's effort to hire and promote women and minorities has a peculiar — and self-defeating — characteristic according to the personnel manager who oversees the county's affirmative action programs.

"We're successful in hiring women and minorities, but the county is something of a training program for them to get out and find jobs," says Mary Lou Prevost, the personnel manager in charge of recruiting and equal employment opportunity.

During a meeting of the county personnel committee, Prevost told county commissioners the county hired 1,231 women and 295 minority workers between 1985 and 1990.

That's a 20 percent increase in women and 53 percent of the minority workers left the county work force, she said.

Prevost's remarks were part of a series of reports on the affirmative

action goals established in 1980 by the county.

"We don't have quotas," she said. But the county tries to assure that its work force is representative of the ethnic makeup of the area.

That's not easy, however, when women and minorities are hired away, Prevost said.

TO DETERMINE the reason, many outgoing employees were questioned during exit interviews, she said.

Many employees said they were leaving for better paying jobs or because there is better advancement

To ease the problem, Prevost asked commissioners to consider re-

That would enable some double

staffing of some managerial positions on a temporary basis, she said.



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