Gaining Ground Gains made by women and minorities in the Oakland County Government work force in the past five years. 53 3% of work force 8.9% of work force Total full-time work force 2,734 Source: Oakland County Personnel Department

County loses women, minorities to more money, opportunity

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 pro-

county's affirmative action programs.

"We're successful in hiring women and minorities, but the county is something of a training program, and they get hired away," said Mary Lou Prevost, the personnel manager in charge of recruiting and equal employment opportunity.

Personnel committee, Prevos told county commissioners the county workers between 1985 and 1990. But about 174 percent of the women and 53 percent of the minority workers belt the county work force, she said.

1 revoxt's remarks were part of her annual report 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 technic makeup of the area.

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

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

questioned during exit interviews, she said.

Many employees said they were leaving for better paying jobs or because there is better advancement opportunity sleewhere, Prevost said.

The case the problem, Prevost asked commissioners to consider relaxing Merit System Bule Number 4, enabling more inter-departmental promotions.

That would enable some double staffing of some managerial positions on a temporary basis, she said.



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