

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

County Administration Building
700 H Street, 1st Floor, Hearing Room #1
Sacramento, CA 95814

April 23, 2018
3:30 pm

MINUTES

I. Roll Call

The meeting was brought to order by Chairperson Michael Craft. Roll was called. A quorum was present.

Members Present

Mollie Chacon, Michael Craft, Seth Jarrett-Lee, Indie Kallirai, Jag Nagendra, Michael Peterson, Amar Shergill, Jessica Waterford and Rami Zakaria

Members Excused

Lacy Bennett, Kimberly Gin, Brandon Luke,

Staff Present

Cori Stillson and Ellen Humphrey

II. Special Guest

Rebecca Stuckert from Employment Services attended the meeting to give a brief overview of the County's Class and Pay Structure. The Committee asked questions regarding how compensation and salary structure compares between private and public entities. Ms. Stuckert explained that you can't compare private vs public sector and that the public sector doesn't have the same leeway for determining compensation. The public sector has to determine the market position, the functional level and scope of responsibilities for a particular job class, the prevailing rate of compensation, and then go through contract negotiations and

Board of Supervisor's approval.

III. Approval of Meeting Minutes

Mr. Craft entertained a motion to approve the Minutes of the March 26, 2018 meeting. Discussion ensued. The motion was so moved by Ms. Waterford and seconded by Mr. Peterson. The motion was carried and approved by the Committee.

IV. New Business

Ms. Humphrey brought up the subject of the May 28, 2018 meeting as it falls on a County Holiday and asked the Committee if they would want to meeting on Tuesday, May 29th, instead. The Committee agreed to meet on Tuesday. Ms. Humphrey will follow up with everyone mid-month to confirm.

V. Workforce Statistics Reports

Sheriff/Correctional Health:

Review of the 2018 Sheriff/Correctional Health's Workforce Statistics Report continued with data on 5 year Service Retirements. Concerns regarding recruitment and retention of blacks were discussed. The Committee requested staff to ask a Sheriff's representative to attend. There were no further questions from the Committee

Assessor:

The Assessor's Workforce Statistics Report has been tabled until June 25, 2018.

Revenue Recovery:

Review of the 2018 Revenue Recovery's Workforce Statistics Report continued with answers to the questions that were submitted to the department from the last meeting. Ms. Humphrey read the answers that the department provided. Discussion ensued regarding training, mentoring, and lack of promotional stats on the minority staff. The Committee requested Staff to ask a representative to attend the next meeting. There were no further questions from the Committee.

Airports:

Ms. Humphrey presented the 2018 Airports Workforce Statistics Report to the Committee. Discussion ensued. The Committee questioned why the female representation is low. Discussion continued on the Airports' promotional and career

advancement procedures and how an employee's experience and aspirations are communicated for career advancement. The Committee asked staff to contact the department for clarification. There were no further questions or comments from the Committee.

VI. Open Discussion

There were no further discussion items.

With no further questions or comments, Mr. Craft entertained a motion to close the meeting and to table approval of Sheriff/Correctional Health, Revenue Recovery, and Airports Workforce Statistics Reports and to table review of Coroner, Public Defender, Probation, County Counsel, and Agricultural Commissioner's Workforce Statistics Reports until the next meeting. The motion was so moved by Mr. Shergill and seconded by Mr. Zakaria. The meeting adjourned at 5:00p.m.

Respectfully submitted,



Michael Craft, Chair

Equal Employment Opportunity Advisory Committee to the Sacramento County Board of Supervisors

MC/eh

cc: David Devine, Director, Department of Personnel Services