

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Skype Meeting (connect by computer or phone)
Conference ID: 9594149
<https://meet.saccounty.net/changr/044GC37D>

August 24, 2020
3:30 pm

MINUTES

I. Call to Order

Rami Zakaria, Chairperson, brought the meeting to order. Quorum present.

Members Present

Kimberly Gin, Chris Jenkins, Kristy Lac (Joined @ 4:06pm), Brandon Luke, Patrice Pratt, Robert Reisig, Amar Shergill, Monica Stephens, Jerry Yamashita, and Rami Zakaria

Members Excused

Peter Beilenson and Cindy Nichol

Staff Present

Cori Stillson and Richard Chang

II. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the July 27, 2020 Meeting Minutes. Mr. Reisig moved to approve the minutes and Mr. Shergill seconded. The motion carried with all in favor.

III. Communications (from EEO Office or Chair)

IV. Unfinished Business

1. Review 3 years of Countywide Management level staff statistics and salaries

Mr. Chang read by ethnicity, 2010 Census Data and 2017 to 2020 Countywide Management Workforce Composition statistics. Mr. Zakaria opened the floor to discussion. Discussion occurred, leading the committee to request: 1) other similar County's comparative workforce statistics; 2) breakdown of management years of service; 3) a re-review of the change in management numbers from 980 in 2019 to 1145 in 2020; and 4) both management and all employee salary charts, and the Excel spreadsheets from which the data derived.

Mr. Zakaria noted that while the County workforce statistics are in line with the County 2010 census, management percentages were not in-line when comparing County of Sacramento's 2010 Census to Countywide Workforce

Statistics versus viewing some department's data alone which were comparable.

2. Discussion of EEO charter and identifying tasks necessary to assist the County

3. Workforce Statistics Reports (Discussion limited to 5 minutes)

a. Animal Care (2019)

Mr. Chang presented the 2019 Animal Care Workforce Statistics Report. Discussion occurred. Mr. Luke noted it could be helpful to educate on the professions within Animal Care. The committee reviewed the report, and wanted to include a note of encouragement for the department to conduct more recruitment outreach to improve minority representation.

b. Probation (2019 & 2020)

Mr. Chang presented the 2019 & 2020 Probation Workforce Statistics Reports. The committee reviewed the reports and were impressed with the diverse representation. The committee recognized the departments' effort and wanted to learn what approaches they take to achieve diversity. Ms. Pratt, a Probation employee, highlighted a robust outreach program to recruit and attract diverse candidates, and noted an internal program to support, educate, and develop employees for promotional opportunities, maintaining a diverse employee population, as included in the narrative portion of the report.

c. Transportation (2019)

Mr. Chang presented the 2019 Transportation Workforce Statistics Report. The committee reviewed the report, yet requested a representative be invited to the next meeting to address why female numbers are low and what is the department doing to address the gap.

d. Regional Parks (2019)

Mr. Chang presented the 2019 Regional Parks Workforce Statistics Report. The committee reviewed the report, yet requested a representative be invited to the next meeting to address why female numbers are low and what is the department doing to address the gap.

VI. Open Discussion & Public Comment

a) None

Mr. Zakaria noted the time of 4:44 p.m., entertaining a motion to adjourn the meeting. Ms. Gin motioned to adjourn, and Ms. Lac seconded. The motion carried with all in favor.

Cc: David Devine, Director, Department of Personnel Services