

COUNTY OF SACRAMENTO
EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

July 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, Kimberly Gin, Seth Jarrett-Lee, Brandon Luke, Amar Shergill, Larry Wright, and Rami Zakaria

Members Excused

Lacy Bennett, Indie Kallirai, Jag Nagendra, Michael Peterson, and Jessica Waterford

Staff Present

Cori Stillson and Ellen Humphrey

II. Approval of Meeting Minutes

Mr. Craft entertained a motion to approve the Minutes of the April 23, 2018 meeting. Discussion ensued. The motion was so moved by Mr. Zakaria and seconded by Ms. Chacon. The motion was carried and approved by the Committee.

Mr. Craft entertained a motion to approve the Minutes of the May 29, 2018 meetings. Discussion ensued and a few corrections that were noted will be revised

by staff. The motion was so moved by Mr. Wright and seconded by Ms. Gin. The motion was carried and approved by the Committee.

III. EEOAC Procedures and Guidelines

Dr. Stillson, EEO Officer, discussed the Establishing Documents and Policy Guidelines with the EEO Advisory Committee. There were no questions or comments from the Committee members.

III. Brown Act

Krista Whitman, Assistant County Counsel discussed the Brown Act and how it applies to the functions of the EEO Advisory Committee. There were no questions or comments from the Committee members.

V. Workforce Statistics Reports

SHERIFF/CORRECTIONAL HEALTH

The Committee continued their review of the 2017 Sheriff/Correctional Health's 2017 Workforce Statistics Report. Discussion ensued. There were no further questions or comments from the Committee. Mr. Shergill noted that the Sheriff's department did exemplary work in recruitment; however, Black/African Americans are still underrepresented.

ASSESSOR

The Committee continued their review of the 2017 Assessor's Workforce Statistics Report. There had been no questions received from Committee members for the Assessor. Discussion ensued regarding internal promotions versus external hires. The request for applicant pool information will be provided to the Committee by the August meeting.

REVENUE RECOVERY

The Committee continued their review of the 2017 Revenue Recovery's Workforce Statistics Report. Mr. Shergill requested staff to ask 1) what the department was doing in order to get such a good minority representation of their workforce; 2) with such a good diversity in the makeup of the department, why was there still a low percentage of minority promotions; and 3) is the 9.2% incentive impacting employees' desire to pursue promotional opportunities? Discussion ensued regarding the 9.2% incentive differential, language and culture differential pay, overtime pay, and also applicant pool information. Staff will contact the appropriate

departments for the information for the August meeting.

AIRPORTS

The Committee continued their review of the 2017 Airports' Workforce Statistics Report. Discussion ensued regarding the lack of female applicants. The Committee requested Staff to contact the department to see what plans the department is doing to hire more females.

Final approval of the workforce statistics reports could not take place since members had to leave before the meeting was done resulting in the lack of a quorum. With no further questions or comments, Mr. Craft entertained a motion to close the meeting and to table approval of the Sheriff/Correctional Health, Assessor, Revenue Recovery, and Airports Workforce Statistics Reports and to table review of Coroner, Public Defender, Probation, County Counsel, Agricultural Commissioner, County Executive, County Clerk Recorder, District Attorney, Environmental Management, Personnel Services and Voter Registration's Workforce Statistics Reports until the next meeting. The motion was so moved by Mr. Wright and seconded by Mr. Zakaria. The meeting adjourned at 4:55p.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