

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Skype Meeting (connect by computer or phone)
Conference ID: **43450149**
<https://meet.saccounty.net/changr/DNKHZ9LJ>

July 27, 2020
3:30 pm

MINUTES

I. Call to Order

Rami Zakaria, Chairperson, brought the meeting to order at 3:31 p.m. Quorum present.

Members Present

Kimberly Gin, Chris Jenkins, Kristy Lac, Brandon Luke, Cindy Nichol, Patrice Pratt, Robert Reisig, Amar Shergill, Jerry Yamashita, and Rami Zakaria

Members Excused

Peter Beilenson and Monica Stephens

Staff Present

Cori Stillson and Richard Chang

Visitors

SSD Pre-Employment/Recruitment: Sgt. Kelly Maness-Duncan and Holly Fancher
SSD Human Resources: Monica Peterson

II. Guest Speaker

Ms. Fancher's presentation highlighted SSD recruitment, application/testing process, Police Officer Standards Training (P.O.S.T.), background checks, and Sheriff's Academy.

SSD, with roughly 75% sworn and 25% non-sworn positions, has historically struggled to recruit people of color, especially Blacks, as cultural barriers and today's social climate issues may exist. Ms. Fancher along with Kelli Maness-Duncan, Black female Sergeant, are the only two recruiters. SSD also has 61 Auxiliary Recruiter who volunteer help during recruitment events. Of that team, 12 (19.6%) identify as Black/African American. Ms. Fancher discussed a number of events that Recruiters attend to reach college students, including events at the CSUS campus, the Criminal Justice Fraternity, campus police, and local community colleges, such as Sacramento City and Folsom Lake. They also recruit at organizations such as the Urban League and Asian Resources. To help young potential recruits gain interest in law enforcement careers, SSD has the Explorer

Program for youth ages 14-21, and the Youth Leadership Program.

SSD adheres to the Employment Services Division application/testing and certification list (eligibility list) processes. Candidates go through a Physical Ability Test, which if they pass complete a Personal History Statement. Candidates must attend a Peace Officer Standards and Training (P.O.S.T.) academy. Of 809 people who recently took the P.O.S.T. test, only 57 or 7.5% were Black candidates. To help candidates be successful, SSD offers programs such as SPARTA (Sheriff's Pre-Academy Recruit Training Activities), a free program to anyone interested in becoming a law enforcement officer. It has a component of physical training, mirrors current academy practices, and outlines curriculum recruits encounter as part of academy attendance.

III. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the June 22, 2020 Meeting Minutes. Mr. Shergill moved to approve the minutes and Ms. Nichol seconded. The motion carried by the Committee.

IV. Review of the EEO Ordinance and establishing document

Mr. Chang read the EEO Approved Ordinance's Purpose and Duties sections. Discussion occurred. Mr. Shergill proposed drafting a document for the committee's review, comparing the County of Sacramento's population with the County's workforce composition, noting department trends with challenges meeting comparable percentages. Mr. Zakaria and Ms. Gin agreed to assist.

Ms. Gin asked about past language used and when the committee start using "approved" versus "reviewed" or "accepted" for workforce statistics reports; EEO Staff will research. Addition to the next agenda was requested to discuss tasks with the greatest gain to make recommendations and help improve statistics for departments' whose numbers are not comparable with Census data; EEO Staff will add to the next agenda, "*Discussion of Tasks with Greatest gain to Assist Departments.*"

V. Review 3 years of Countywide statistics

Mr. Chang read, by ethnicity, 2010 Census Data and 2017 to 2020 Countywide Workforce Composition statistics. Mr. Zakaria opened the floor to discussion; there was none. Mr. Zakaria stated the percentages appeared in-line when comparing County of Sacramento's 2010 Census with Countywide Workforce statistics versus viewing some department's data, which were not comparable.

VI. Unfinished Business

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

a. Sheriff's (2019 & 2020)

Mr. Zakaria asked the committee if action could be taken on the WFSR or if discussion was needed. Mr. Zakaria entertained a motion to approve the

2019 & 2020 Sheriff's Workforce Statistics Reports. Mr. Reisig moved to approve report and Ms. Gin seconded. The motion carried with all in favor of approving, except Mr. Shergill who opposed.

b. Airports (2019 & 2020)

Mr. Chang presented the 2019 & 2020 Airports Workforce Statistics Reports. Mr. Zakaria entertained a motion to approve the report. Mr. Luke moved to approve the report and Ms. Lac seconded. Through roll call vote with seven (7) approvals (Ms. Gin, Ms. Lac, Ms. Nichol, Ms. Pratt, Mr. Reisig, Mr. Yamashita, & Mr. Zakaria) and one opposing (Ms. Shergill), the motion carried in favor of approving.

VII. Open Discussion & Public Comment

A revisit of the 3 years of countywide statistics resulted in a request to view statistics and salary for management level staff; EEO Staff will prepare a report.

Mr. Zakaria noted the time of 4:58 p.m., Mr. Shergill motioned to adjourn the meeting and Mr. Zakaria seconded. The motion carried with all in favor.

cc: David Devine, Director, Department of Personnel Services