

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

November 27, 2017
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

Jennifer Avalo, Mollie Chacon, Michael Craft, Patrick Hunter, Indie Kallirai, Brandon Luke, Jag Nagendra, Terrie Porter, and Rami Zakaria

Members Excused

Jill LaVine, Michael Peterson

Members Absent

Michael Burks, Jessica Waterford

Staff Present

Cori Stillson and Ellen Humphrey

Special Guest

Ethan Dye, Human Services Division Manager, Department of Human Assistance

Visitors

Seth Alexander, UPE Representative
Amar Shergill, member of the public being approved to be a Citizen Member on the Committee.

II. Approval of Minutes

Mr. Craft entertained a motion to approve the Minutes of the October 23, 2017 meeting. It was so moved by Ms. Avalo and seconded by Lt. Luke. The motion was carried and approved by the Committee.

III. Introductions

Mr. Craft introduced Ethan Dye Human Services Division Manager of the Department of Human Assistance

Mr. Craft introduced new Committee Member, Inderjit Kallirai, who will be holding a Citizen Member seat.

IV. Workforce Statistics Reports

Sanitation Districts Agency

Ms. Humphrey presented the 2017 Sanitation Districts Agency's Workforce Statistics Report to the Committee. Discussion ensued. There were no further questions or comments from the Committee.

V. Old Business

Promotions in DHA, DHHS and Probation. The Committee will review and continue their discussion at the next meeting.

VI. New Business

Revisions to the Workforce Statistics Report

The Committee had requested revisions to Table 3.1: Hires/Re-Hires, Table 3.2: Terminations, Table 3.3: Transfers Out, and Table 3.4: Promotions/Demotions where the section on minorities would be expanded to list each minority classification separately. Ms. Humphrey handed out a table with these changes for the Committee to review.

Mr. Craft entertained a motion to approve these changes for the 2018 Workforce Statistics Reports The motion was so moved by Lt. Luke and seconded by Mr.

Hunter. The motion was carried and approved by the Committee.

Expiring EEOAC Member Appointments

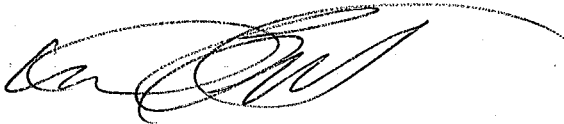
Several seats on the Committee will be expiring by the end of the year. Ms. Humphrey reminded them to either send in a revised application if they held Citizen Member seats, or to notify her regarding reappointment for Employee Organization seats or Department Head seats.

V. Open Discussion

Mr. Dye from the Department of Human Assistance (DHA) answered questions and discussed Committee's concerns regarding recruitment, hiring and also how DHA handles promotional opportunities within the Department. DHA has a variety of programs in place including onsite training, resume building, supervisor and management/leadership training, mock interviews and intern opportunities.

With no further questions or comments, Mr. Craft entertained a motion to approve the 2017 Workforce Statistics Report for the Sanitation Districts Agency and to close the meeting. The motion was so moved by Ms. Avalo and seconded by Ms. Chacon. The meeting adjourned at 4:43pm.

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