

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

[Zoom Meeting Link](#) or
1-669-254-5252 (ID: 161 157 8743 & Passcode: 984112)

September 26, 2022
3:30 pm

MINUTES

I. Call to Order

Mr. Ross, Chair, brought the meeting to order at 3:37. Quorum present.

Members Present: Amanda Benson, Annette Bedsworth, Lt. Shelly Hodgkins, Patrick Hunter, Kristy Lac, Martin Ross, Roland Shield, Michael Vargas & Marlon Yarber

Members Excused: Courtney Bailey-Kanelos & Patrice Pratt

Staff Present: Cori Stillson & Richard Chang

II. New Business (Committee Action Items)

a. Continuation of virtual meetings

Mr. Ross entertained motion to continue virtual meetings. Discussion occurred. Ms. Lac made a motion to adopt an EEOAC resolution to continue teleconferenced meetings for the period of September 10, 2022 to October 9, 2022 and Mr. Vargas seconded with all in favor.

b. Change Quorum to Half or More of the Members in Filled Positions

Discussion occurred. Mr. Vargas made a motion to change language in rules and procedures for quorum to ***Change Quorum to Half or More of the Members in Filled Positions*** (currently 11 filled positions) and Ms. Lac seconded with all in favor. The motion carried with five Yay votes (*Ms. Benson, Lt. Hodgkins, Ms. Lac, Mr. Ross, & Mr. Vargas*), one Nay vote (*Mr. Shield*), and three abstains (*Ms. Bedsworth, Mr. Hunter, & Mr. Yarber*).

The language to post for 30 days on EEOAC's site, absent no public objections, the committee will review language again, and after 30 days will amend to reflect the updated quorum language.

Discussion occurred about member's absences, vote to excuse, notice after two unexcused absences and cease to be a member if again absent or unexcused; as committee has difficulty attaining quorum, removing a member only exacerbates issue and filling vacant seats may be a better focus.

III. Approval of Meeting Minutes

- a. Mr. Ross entertained motion to approve May 23, 2022, Meeting Minutes. Ms. Benson moved to approve and Lt. Hodgkins seconded. The motion carried with five Yay votes (*Ms. Benson, Lt. Hodgkins, Ms. Lac, Mr. Ross, & Mr. Vargas*), two Nay votes (*Mr. Shield & Mr. Hunter*), and two abstains (*Ms. Bedsworth, & Mr. Yarber*).

IV. Guest Speakers

Candice Mabra, Recruitment/Talent Acquisitions, discussed outreach to community groups, professional associations, and often target to the job exam or the career fields. In addition, the three successful hiring events done, unlike a career fair, but a combination career fair and hiring event where everything from application, exam administration, interview, exercises and selection, including job offers and life scans. All of that in a one-day shop, which the public absolutely loves, as does the hiring teams. Considering the job market right now, it's difficult to fill many positions from entry level to executive level positions.

Cressy Oneto, Exams, discussed the exam team's role, working with department subject matter experts, to develop exams for county civil service job classes, administer exams and establish eligible list to refer lists to hiring managers.

Sandra Paschal, Training/Organization Development, discussed the teams' focus on new Countywide initiatives related to retention tools/strategies. First, the Leadership Development Academy focuses on current and emerging leader training. Another is offering supervisors/managers tools to create/foster a positive work environment, to help retain talented employees and reduce turnover; research indicates 70% of factors affecting employee engagement are within a supervisor or manager span of control. Also, an Onboarding Program will improve from an initial online hiring process and begin to include departments to affect retention in a positive way; research shows 50% of new hires tenure and turnover is because of poor onboarding. Last, a Mentoring Program where funds were requested and is in its early stages, that if possible, may roll out in the next few months and is another positive retention tool.

Discussion occurred about the Q 12 Gallup, "a blueprint", new initiatives, retention and retention statistics, employee promotions, reasons employees leave jobs, exit interviews, workforce statistics reports, and re-inviting guest speakers to address areas.

Ms. Mabra spoke about an initiative to make Sacramento County a desirable workplace and to change the culture within all ranks of the organization. All county employees were invited to participate in surveys to identify core values that they wanted to be part of. One survey led to understanding and acknowledgment of areas needing to be addressed, and another survey focused on the mission, the vision and the core values. Ms. Mabra noted the CEO has extended

announcements to all staff to demonstrate the progress and development. As part of this, the Leadership Development Academy is underway. Part of this initiative is to better train leaders so we can be a desirable workplace that is inclusive of staff at all levels.

There were presentation requests about the blueprint results or conclusions, whether it is equivalent to Q 12, and innovations on recruitment and retention efforts. Ms. Paschal stated she could obtain info about the blueprint as it is on the County's internal/external websites, will reach out to her Division Chief and will speak to the consultant to learn what was specifically done.

V. Open Discussion & Public Comment:

- Mr. Shield requested DEI Committee member job titles, and stated he requested this detail in May.

Quorum was lost and the meeting ended at 5:11pm.

cc: Sylvester Fadal, Director, Department of Personnel Services