

# COUNTY OF SACRAMENTO

## EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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7405 Greenhaven Dr. Rm. 108 A-B  
[Join Teams Meeting](#) or  
1-916-245-8966 & ID: 382 345 455#

September 23, 2024  
3:30 pm

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### MINUTES

- **Call to Order**

Ms. Stillson, EEO Officer, brought the meeting to order with quorum at 4:05pm. Through roll call, the following were present.

**Members Present:** Jennifer Avalo (left at 4:00 PM), Annette Bedsworth (arrived at 3:57 PM), Patrick Hunter, Hang Nguyen, Patrice Pratt, Paula Thomas-Nelson (Teams), & Martin Ross (arrived at 4:15 PM).

**Staff Present:** Cori Stillson, Christina Meyers, & Kaneswha Cheatum.

**Guest Present:** Chad Rinde (Director - Department of Finance), Monika Mejia (Interested in a Citizen Member Seat).

- **Members Excused:** Amanda Benson, Lt. Hodgkins. Ms. Stillson entertained a motion to excuse absences. Ms. Avalo motioned to approve, and Ms. Pratt seconded. Mr. Hunter abstained, all others were in favor and the motion carried.

- **Approval of Meeting Minutes**

Ms. Stillson entertained a motion to approve the August 22, 2024, Meeting Minutes. Ms. Pratt moved to approve, and Ms. Avalo seconded. Mr. Hunter abstained, all others were in favor and the motion carried.

- **Public Comment (None)**

- **Guest Speaker:** Chad Rinde – Director, Department of Finance

Department of Finance (DOF) has a little over 245 employees within six divisions over two locations. DOF recognizes there are challenges filling lower-level positions. DOF utilizes the Department of Personnel Services (DPS) for recruitments. Exam notifications are shared with current staff. DOF currently has a vacancy rate of 10%. Prior to COVID-19, DOF had a great internship program for Business and Finance degree programs. Diversity tapers off a bit as we move up the professional chain at DOF. DOF is exploring how better to reach the goals. DOF has an internship program for students from California State University

Sacramento and Los Rios Community College District. DOF has positions that do not require a degree and when upper-level positions are announced, employees within those positions are encouraged to apply if they meet the minimum qualifications.

General discussion occurred wherein questions were posed about recruitment efforts and internship programs.

Further discussion after the Guest Speaker left: Departments do not usually do their own recruitment. DPS does this. It was suggested that DPS host a job fair with community-based organizations (CBOs) and at 7405 Greenhaven.

- Committee requests an employee from recruitment team within DPS speak at a future meeting.
- Committee to identify and generate a list of community-based organizations (CBOs) and other places where DPS recruitment efforts can be expanded.
- Committee requests only one speaker per EEOAC meeting be scheduled.
- **Unfinished Business:**
  - Cephoni Jackson with DEI moved to October 2024 meeting.
  - No time allowed to complete WFSRs

Ms. Bedsworth entertained a motion to adjourn. Ms. Pratt moved to adjourn the meeting and Ms. Nguyen seconded. The meeting adjourned at 5:00pm.

cc: Joseph Hsieh, Interim Director, Department of Personnel Services