

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

[Join Teams Meeting](#) or
1-916-245-8966 & ID: 382 345 455#

August 26, 2024
3:30 pm

MINUTES

I. Call to Order

Ms. Bedsworth, Vice-Chair, brought the meeting to order with quorum at 3:30pm. Through roll call, the following were present.

Members Present: Jennifer Avalo, Annette Bedsworth, Patrick Hunter, Hang Nguyen, Patrice Pratt, & Rosa Vega.

Staff Present: Cori Stillson & Richard Chang.

Guest Present: Monika Mejia (Interested in a Citizen Member Seat).

- II. **Members Excused:** Amanda Benson, Lt. Hodgkins, Martin Ross & Patricia Thomas-Nelson. Ms. Bedsworth 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.

III. Approval of Meeting Minutes

Ms. Bedsworth entertained a motion to approve the July 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.

IV. Public Comment (None)

V. Guest Speaker: Community Development (Mr. Troy Givans)

Community Development (DCD) has a little over 400 full-time employees within five locations that transitioned over time. Current divisions include Planning and Environmental Review, Building Permits and Inspections, County Engineering, Construction Management and Inspection, Code Enforcement, and an Administrative Unit; some units have challenges gaining broader representation from within our community. The Inspectors' position job class specifications (Construction Inspector, Construction Management Specialist, and Building Inspector) require journey-level experience in trades that are difficult to obtain broader representation reflective of the community. After discussions between the Chief Building Official, Chief Code Enforcement, and Officials in Construction

Management Inspection, DCD contacted DPS to see what could be done to potentially update the minimum qualifications for similar types of experience to help broaden the candidate pool. DCD uses standard DPS recruitment practices and reaches out to professional organizations like Hispanic Engineers, Women in Transportation and Engineering, Building Officials, Sacramento Valley Building Officials, and California Official Building Inspectors. DCD has had challenges attracting people, has vacancies, and hopes to attend job fairs. DCD had prior successful recruitment through Consumes River College's Construction Management Program for inspector and other entry-level positions within the divisions and is open to suggestions.

VI. Unfinished Business: Workforce Statistics Reports (WFSR Presented)

- Finance 2024.
- Animal Care Services 2023.
- Sheriff's 2023 & 2024: The committee requested a representative to speak about complaints and low numbers.
- Airports 2023 & 2024.
- Probation 2023 & 2024.

Ms. Bedsworth entertained a motion to adjourn. Ms. Avalo moved to adjourn the meeting and Ms. Pratt seconded. The meeting adjourned at 4:58pm.

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