

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Skype Meeting (connect by computer or phone)
Conference ID: 8683150
<https://meet.saccounty.net/changr/V352JB38>

May 26, 2019
3:30 pm

MINUTES

I. Call to Order

Rami Zakaria, Chairperson, brought the meeting to order at 3:31 pm. Committee members introduced themselves. 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

Monica Stephens

Members Absent

Peter Beilenson

Staff Present

Cori Stillson and Richard Chang

Visitors

Sanitation District Agency: Prabhakar Somavarapu and Rosemary Clark
Employment Services Division: Sandra Paschal

II. Sanitation District Agency Guest (Prabhakar Somavarapu)

Mr. Somavarapu spoke about the internal Sanitation District Agency Training Department's Leadership Development and Supervisory Academy Program offering career growth opportunities for employees and supervisors. Ms. Clark spoke of attendance at various veterans, community college, high school and international events for people to discover job opportunities and resources available for personal growth and success, as well as Map Your Future, Youth in Government Day and young children's activity coloring book for students, families, and individuals to explore career opportunities in local government. Ms. Paschal highlighted numerous career fair events attended where materials were provided to attendees about county jobs and internships available, including those specific to

SDA.

III. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the November 25, 2019 Meeting Minutes. Mr. Luke moved to approve the minutes and Mr. Shergill seconded. The motion carried by the Committee.

IV. Chair and Vice Chair Elections

Mr. Zakaria called for a motion to elect a Chair and Vice Chair. Discussion ensued about Mr. Zakaria and Ms. Gin retaining Chair and Vice Chair positions, respectively. Ms. Stillson confirmed no term limits exist. Ms. Nichol motioned to nominate Mr. Zakaria for Chair and Ms. Gin for Vice Chair, and Mr. Luke seconded the motion. The motion passed unanimously.

V. Communications (from EEO Office or Chair)

None.

VI. Unfinished Business

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

a. Human Assistance (2018 & 2019)

Mr. Chang presented the 2018 & 2019 Human Assistance Workforce Statistics Reports. Mr. Shergill moved to approve the reports and Mr. Zakaria seconded. The motion carried with all in favor of approving.

b. General Services (2018 & 2019)

Mr. Chang presented the 2018 & 2019 General Services Workforce Statistics Reports. Discussion ensued about the low numbers/percentages for minority and women. Mr. Zakaria called for a motion to approve the reports. Ms. Gin moved to approve the reports and Ms. Nichol seconded. The motion carried through a roll call vote with seven (7) approvals (Ms. Gin, Mr. Luke, Mr. Jenkins, Ms. Lac, Ms. Nichol, Ms. Pratt & Mr. Zakaria) and three (3) opposing (Mr. Reisig, Mr. Shergill, & Mr. Yamashita). Mr. Zakaria suggested sending an invite to Jeff Gasaway to speak about recruitment efforts at the next meeting.

VII. Open Discussion & Public Comment

- a) Mr. Zakaria requested the salary table link and Human Assistance and General Services job classes be sent to committee, invite General Services Director, and move Quarterly/Annual Report to unfinished business for the next meeting.

Mr. Zakaria motioned to adjourn the meeting at 4:52 pm, Mr. Luke seconded. The motion carried with all in favor.

Respectfully submitted,

DocuSigned by:

Rami Zakaria

Rami Zakaria, Chair

Equal Employment Opportunity Advisory Committee to the Sacramento County Board
of Supervisors

RZ/eh

cc: David Devine, Director, Department of Personnel Services