

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

Skype Meeting (connect by computer or phone)
Conference ID: 4772038
<https://meet.saccounty.net/changr/G7RVWGSF>

October 26, 2020
3:30 pm

MINUTES

I. **Call to Order**

Rami Zakaria, Chairperson, brought the meeting to order. 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

Peter Beilenson and Monica Stephens

Staff Present

Cori Stillson

II. **Guest Speakers:**

Liz Bellas, Director, Regional Parks, addressed the low percentages of women in maintenance and Park Ranger ranks. The Boston Globe noted there were typically 5% women in park maintenance; the County has 6%. Regarding Park Rangers, there are usually about 14% women in police force; the County's Park Rangers are at 9%. For advertising, they could not find a Park Ranger-specific professional organization, yet they try to advertise and target female police management organizations. Advertising occurs through organizations specific to the parks and recreation industry. Since Park Rangers require Peace Office Standards and Training (POST) academy completion, there has been minimal success recruiting at community colleges. Mr. Luke offered to connect Ms. Bellas with the Sheriff's Department contact for recruitment.

Lupe Rodriguez, Chief, spoke on behalf of the Transportation Department and discussed the lack of women in Operations & Maintenance. Recruiting women to maintenance has been a challenge, possibly because of the early hours, or because it is entry-level manual labor. The department has sent females employees out to job fairs so they may be more approachable for women. They recruited at community colleges for people from electronics programs for traffic signal jobs. However, there still tends to be low female percentages on the eligible lists. The department is developing promotional flyers which displays a

diverse group of individuals. The type of work includes paving roadways, cleaning drainage ditches, installing signage, traffic signal maintenance, and maintaining bridges, which may not be as appealing to prospective females entering or already in the workforce.

III. Approval of Meeting Minutes

Mr. Zakaria entertained a motion to approve the August 24, 2020 Meeting Minutes. Mr. Shergill moved to approve the minutes and Ms. Lac seconded. The motion carried unanimously.

IV. Unfinished Business

1. Review other Counties Workforce Statistics (or similar), Countywide Management Years of Service, & Countywide management and staff level statistics and salaries **(Tabled)**.

2. Regarding the communication to the Board of Supervisors:

The committee first reviewed Mr. Zakaria's draft, and then reviewed Mr. Shergill's edited version. Concerns were raised regarding women and minorities having higher representation at the lower salary levels. Mr. Zakaria stated that salaries are based job class and not on race or gender.

Mr. Zakaria proposed committee members take two weeks to review/track changes in Mr. Shergill's Word edited version, and then email those suggestions to him. Mr. Zakaria would consolidate the edits and present at the next meeting.

3. **Workforce Statistics Reports** (Discussion limited to 5 minutes)

a. Development & Code Services (2019)

Ms. Stillson presented the 2019 Development & Code Services Workforce Statistics Report. Discussion occurred. Mr. Shergill noted this was a good example of high paying high paying positions with low female representation. Mr. Zakaria requested that someone speak at a future meeting regarding how salaries are set in the County.

b. Water Resources (2019)

Ms. Stillson presented the 2019 & 2020 Water Resources Workforce Statistics Reports. Discussion occurred. Questions were raised regarding low female hiring and representation numbers. A representative was requested to speak at the next meeting regarding low female representation and where advertising is placed.

c. Waste Management (2019)

Ms. Stillson presented the 2019 Waste Management Workforce Statistics Report. Discussion occurred. Mr. Zakaria noted the same issue with low female hiring and representation numbers, and requested a representative speak at the next meeting. Mr. Luke noted the department seemed to be

doing lots of recruiting, internships, and job shadowing.

d. Technology (2019)

Ms. Stillson presented the 2019 Technology Workforce Statistics Report. Discussion occurred. Mr. Zakaria stated the department has established relationships with the two and four year colleges, there are 12 interns currently, some job classifications were revised to substitute experience for degrees, and minority representation is increasing; discussion to carry over to next meeting.

VI. Open Discussion & Public Comment

a) None

Ms. Gin exited the meeting at 4:30 p.m. and Mr. Jenkins exited the meeting at 4:45 p.m. A quorum was no longer present. Mr. Zakaria motion to adjourn the meeting. Mr. Luke seconded. The motion carried with all in favor.

cc: David Devine, Director, Department of Personnel Services