

COUNTY OF SACRAMENTO
EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

County Administration Building
700 H Street, 1st Floor
Hearing Room #2
Sacramento, CA 95814

January 23, 2017
3:30 pm

MINUTES

I. Roll Call

The meeting was brought to order by Chairperson Michael Craft. Roll was called. A quorum was present.

Members Present

Jennifer Avalo, Michael Burks, Michael Craft, Patrick Hunter, Brandon Luke, Michael Peterson, Eugene Willis, Jr., and Rami Zakaria

Members Excused

Jill LaVine and Terrie Porter

Members Absent

None

Staff Present

Cori Stillson and Ellen Humphrey

II. Approval of Minutes

Mr. Craft entertained a motion to approve the Minutes of the October 24, 2016 meeting. It was so moved by Ms. Avalo and seconded by Mr. Burks. The motion was carried and approved by the Committee.

III. Chair and Vice Chair Elections

Mr. Craft opened discussion with the Committee members regarding interest in the Chair or Vice Chair positions for 2017. Discussion ensued. Upon completion of the discussion, Mr. Zakaria moved to accept the nomination of Mr. Craft as Chair. Mr. Burks seconded. Mr. Craft moved to accept the nomination of Lt. Brandon Luke as Vice Chair. Mr. Willis seconded. The motions were unanimously carried and approved by the Committee

IV. Special Guest

Maury Castaneda, Training and Development Manager, was invited by the Committee to help identify areas to focus on regarding diversity and County employment.

V. New Business

Identification of Focus Areas

The Committee expressed ideas with Mr. Castaneda regarding diversity in the County workforce and efforts that could be made to help minorities prepare for and promote into upper level management positions. Different avenues towards this goal such as recruitment, hiring, retention, promotions and succession planning had been reviewed. After discussion, Mr. Castaneda and the Committee agreed that the best course of action would be to present a letter of recommendations for the County. Preparation of this letter will continue at the next meeting.

VI. Workforce Statistics Reports

Child Support Services

Ms. Humphrey presented the 2016 Child Support Services' Workforce Statistics Report to the Committee. Discussion ensued. There were no further questions or comments from the Committee.

Sanitation Districts Agency

Ms. Humphrey presented the 2016 Sanitation Districts Agency's Workforce Statistics Report to the Committee. Discussion ensued. There were no further questions or comments from the Committee.

Mr. Craft entertained a motion to approve the 2016 Workforce Statistics Reports for Child Support Services and Sanitation Districts Agency. The motion was so moved by Mr. Willis and seconded by Ms. Avalo. The motion was carried and approved by the Committee.

VII. Open Discussion

See the discussion under New Business - Identification of Focus Areas

With no further questions or comments, Mr. Craft entertained a motion to adjourn the meeting. The motion was so moved by Ms. Avalo and seconded by Mr. Burks. The meeting adjourned at 4:59 p.m.

Respectfully submitted,



Michael Craft, Chair

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

MC/eh

cc: David Devine, Director, Department of Personnel Services