

COUNTY OF SACRAMENTO

EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

May 29, 2018
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

Lacy Bennett, Mollie Chacon, Michael Craft, Kimberly Gin, Seth Jarrett-Lee, Brandon Luke, Amar Shergill, Larry Wright, and Rami Zakaria

Members Excused

Indie Kallirai, Jag Nagendra, Michael Peterson, and Jessica Waterford

Staff Present

Cori Stillson and Ellen Humphrey

II. Introductions

Mr. Craft welcomed new Citizen Member, Larry Wright, to the Committee.

III. Approval of Meeting Minutes

Approval of Minutes was tabled until the June 25, 2018 Meeting.

IV. Special Guest

Mr. Craft welcomed Revenue Recovery's representative, Melina Turpin, to the Committee. Ms. Turpin is the Assistance Director of Revenue Recovery.

V. Workforce Statistics Reports

Review and/or approval of the following Workforce Statistics Reports was tabled until the next meeting on June 25, 2018:

- Sheriff/Correctional Health
- Assessor
- Revenue Recovery
- Airports
- Coroner
- Public Defender
- Probation
- County Counsel
- Agricultural Commissioner
- County Executive
- County Clerk Recorder

VI. Open Discussion

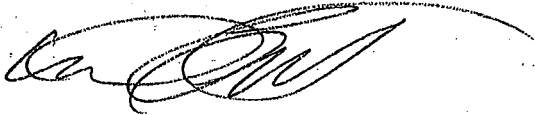
Ms. Turpin shared the internal operations of Revenue Recovery. The Committee expressed concerns that salaries appeared low for the type of duties involved and questioned that women are undervalued for the work they provide. Ms. Turpin explained that the collector class is compatible with jobs outside of the County. Employees receive good salaries plus a 9.2% differential (not a budgeted item) when they reach \$42,000 as a quarterly incentive for collections. Employees with certified language skills also receive a salary differential. Regarding questions from the Committee about hiring and promotions, Ms. Turpin explained that the most qualified candidates are hired and promoted and also shared that there is not a lot of turnover in staff in the department. Ms. Turpin mentioned that she provides informal mentoring with new managers.

The Committee requested Staff to provide applicant pool for promotions for Revenue Recovery.

In preparation for review of the Assessor's office, Committee will forward any questions to EEO ahead of time. Staff will compile questions and send them to the Assessor and Committee members.

With no further questions or comments, Mr. Craft entertained a motion to close the meeting and to table approval of April 23, 2018 Meeting Minutes, Sheriff/Correctional Health, Revenue Recovery, and Airports Workforce Statistics Reports and to table review of Coroner, Public Defender, Probation, County Counsel, and Agricultural Commissioner, County Executive and County Clerk Recorder's Workforce Statistics Reports until the next meeting. The motion was so moved by Lt. Luke and seconded by Ms. Gin. The meeting adjourned at 4:56 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Michael Craft', written over a horizontal line.

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