

COUNTY OF SACRAMENTO
EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COMMITTEE

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

September 24, 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, Brandon Luke, Amar Shergill, Larry Wright, and Rami Zakaria

Members Excused

Seth Jarrett-Lee

Members Absent

Indie Kallirai, Jessica Waterford

Staff Present

Cori Stillson and Ellen Humphrey

Visitors

Chiefs of Staff to the Board of Supervisors: Aaron Chong (District 1), Susan McKee (District 2), Matt Hedges (District 4), and Sheryll Venegas (District 5)

II. Approval of Meeting Minutes

Mr. Craft entertained a motion to approve the Minutes of the May 29, 2018 and July 23, 2018 meetings. Discussion ensued. Mr. Shergill brought up corrections to the July 23, 2018 meeting minutes regarding the Sheriff and Revenue Recovery which staff will revise. The motion was so moved by Mr. Shergill and seconded by Mr. Wright. The motion was carried and approved by the Committee.

III. Workforce Statistics Reports

SHERIFF/CORRECTIONAL HEALTH

The Committee continued their review of the 2018 Sheriff/Correctional Health's Workforce Statistics Report. Discussion ensued. Outside of the correction that Mr. Shergill noted for the July 28, 2018 minutes, there were no further questions or comments from the Committee.

ASSESSOR

The Committee continued their review of the 2018 Assessor's Workforce Statistics Report. A sheet was handed out to the Committee showing outside hires vs internal promotions for 2017. Dr. Stillson noted that there was good improvement in minority new hires. Currently promotions have a high percentage of white males and females, but with the positive changes seen in minority hires, this will be affecting the internal promotion makeup later on. There were no further questions or concerns from the Committee.

REVENUE RECOVERY

The Committee continued their review of the 2018 Revenue Recovery's Workforce Statistics Report. It was previously asked whether the 9.2% differential available to Collection Service Agents Lv2 (CSA2s) discourages promotions to the supervisory level because of pay compression. This does not appear to be the case, as the pay rate at the supervisory level is still higher than the CSA2 pay rate with the differential added. Although the percentages of women and minorities working at Revenue Recovery is higher than the County's workforce or the Sacramento County labor market, Ms. Turpin could not explain what efforts had led to the representation. There was a concern that five of the eight promotions went to white females. Ms. Turpin explained that during the promotion process, the employees hired were the ones most qualified for the jobs for which they applied. Discussion ensued regarding Mr. Shergill's request to see total compensation, including salaries, language/culture differential, and overtime pay to see how this is affecting persons of color. Dr. Stillson explained that County salaries are consistent by job class (regardless of race of incumbent), established by Employment Services and approved by the Board of Supervisors.

AIRPORTS

The Committee continued their review of the 2018 Airports' Workforce Statistics Report. Discussion ensued regarding the low number of female hires. Dr. Stillson reviewed gender/ethnicity hiring statistics from the Employment Office for vacancies in the Firefighter and Highway Maintenance Worker job classes as these two classes had the most hires for Airports during 2017. For the Highway Maintenance Worker, out of 162 individuals that passed the exam, 159 were male, 3 were female. For the Firefighter job class, out of 168 individuals that passed the exam, 164 were male, 1 was female, and 2 were unknown. The Committee requested Staff to contact the department to see what plans the department is doing to recruit more females.

Coroner

Ms. Humphrey presented the 2018 Coroner's Workforce Statistics Report to the Committee. Discussion ensued. Ms. Gin discussed an overview of the department and the department's staff. She also commented that the Coroner's office has low turnover. There were no further questions or comments from the Committee.

Public Defender

Ms. Humphrey presented the 2018 Public Defender's Workforce Statistics Report to the Committee. Discussion ensued. There were no further questions or comments from the Committee.

Probation

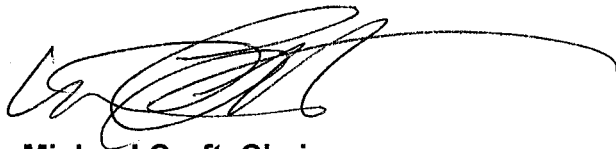
Ms. Humphrey presented the 2018 Probation's Workforce Statistics Report to the Committee. Discussion ensued. Mr. Craft shared that even though there is very good diversity in hiring (60.8% minority) the percentage of minorities promoted is lower, especially in the upper management levels. There were no further questions or comments from the Committee.

IV. Open Discussion

Mr. Shergill brought up the subject on what type of feedback is given regarding the approvals of the workforce statistics reports. Discussion ensued regarding who receives the approval notification and how the Committee can communicate any follow-up concerns after reviewing the reports. Currently, the manager of the department receives the approval memo via email. Staff will review the EEOAC policy guidelines and continue the discussion at the next meeting.

Mr. Craft entertained a motion to close the meeting and to approve the 2018 Sheriff/Correctional Health, Assessor, Revenue Recovery, Coroner, Public Defender, and Probation's Workforce Statistics Reports, and to table approval of the 2018 reports for Airports, County Counsel, Agricultural Commissioner, County Executive, County Clerk Recorder, District Attorney, Environmental Management, Personnel Services, and Voter Registration until the next meeting. Staff will contact Airports for the follow-up question regarding female recruitment. The motion was so moved by Lt. Luke and seconded by Mr. Zakaria. The meeting adjourned at 5:05p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Michael Craft', with a long horizontal flourish extending to the right.

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