

**1. ROLL CALL AND GREETING OF VISITORS**

The meeting was called to order by Chair Addleman at 3:45 p.m.

Commissioners Present: Chair Jayanti Addleman, Vice Chair Kay Kirkland, Billy DeBerry, Alma McHoney,

Bob Greene, Fabian Barrera. Yaz Emrani and Josie Duque

Commissioners Absent: Maria Castillo and Freda Escobar.

Guests and Staff Present: Irma Ramirez-Bough, Equal Opportunity Officer; Associate Equal Opportunity Analyst Sonje Dayries; Elisa Cantu, Administrative Secretary-Confidential; Public Defender Jim Egar, Harry Gamaton.

**2. PUBLIC COMMENTS**

Harry Gamaton addressed the Commission on an issue that he believes created a hostile work environment at OET. He will meet with Ms. Bough to discuss this further.

Mr. Gamotan stated that the County;s website advertises veterans preference; but that DSES does not give veterans preference because of the Merit System.

**3. REVIEW AND APPROVAL OF MINUTES**

Commissioner Kirkland would like to amend the minutes to reflect that the meeting of December 15, 2010 was held at the Marina Library. The minutes were unanimously approved as amended.

**4. DEPARTMENT PRESENTATION – PUBLIC DEFENDER JIM EGAR**

Chair Addleman introduced Mr. Egar, who has been with the County for five years. Mr. Egar gave a brief presentation on the duties of the Public Defender’s Office. He stated most of their clients are indigent persons. They also handle quite a number of mental health cases. They have a “never ending line of cases,” and not enough attorneys. The Public Defender’s Office is conscious of the Monterey Plan and is continuously recruiting for minorities and/or female candidates. Commissioner DeBerry inquired as to the number of promotions. Mr. Egar stated that over a five year period there have been 26 promotions, 18 of which were minorities. Commissioner DeBerry asked why no information was provided for Projected Vacancies. Mr. Egar will provide this information to our Office. Commissioner Kirkland pointed out that their non discrimination Policy Statement should include race, color, ethnic group, religion, age (40 and over) and other protected categories. Mr. Egar stated this was an oversight, as the issue of diversity, equal opportunity and racial discrepancy is of great importance to his department. He will make sure Policy is amended. The Commission thanked Mr. Egar for his presentation.

**5. AD HOC COMMITTEE REPORT**

Commissioner Kirkland stated that she was not able to contact all Commissioners; she asked Commissioner Barrera if he would be like to be considered for one of the positions. Commissioner Barrera stated he would like to be considered for the Vice Chair.

**6. ELECTION OF OFFICERS**

The Chair announced Commissioner Kay Kirkland was in fact reelected to the Vice Chair position. Ms. Ramirez-Bough apologized for the error and promised next time we will be more diligent in reviewing the count.

**7. FUTURE AGENDA ITEMS**

Commissioner De Berry had the following suggestions for future agenda items:

- H.R. presentation on procedures relative to EOO
- Update on the Monterey Plan
- Update on the Merit System
- 2010 Census information
- Annual Report from E O Officer

**8. ANNOUNCEMENTS AND EVENTS**

Commissioner Duque announced that the City of Soledad will be celebrating their 90<sup>th</sup> Anniversary on March 11, 2011. She will provide the Office with flyers for this event.

Commissioner DeBerry pointed out that the new Commissioner is to receive orientation within 30 days of appointment.

Commissioner McHoney asked if the meetings can be held at another location. She liked the setting of the Marina Library.

**9. DATE AND TIME OF NEXT MEETING**

February 16, 2011.

**10. ADJOURNMENT**

The meeting was adjourned at 4:25p.m.