

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, Freda Escobar, Yaz Emrani and Josie Duque.

Commissioners Absent: Maria Castillo, Bob Greene and Fabian Barrera.

Guests and Staff Present: Irma Ramirez-Bough, Equal Opportunity Officer; Associate Equal Opportunity Analyst Sonje Dayries; Elisa Cantu, Administrative Secretary-Confidential; Assistant CAO Keith Honda, H.R. Consultant Audrey Daniels, H.R. Supervising Personnel Analyst Diane Dinsmore, Deputy County Counsel Rob Shulman and Harry Gamotan.

2. PUBLIC COMMENTS

Mr. Gamotan stated his statement should read *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

The following changes were made to 8. ANNOUNCEMENT AND EVENTS: Commissioner Duque stated the date for the 90th Anniversary Soledad Celebration should read *March 11, 2011* and not March 31, 2011; Commissioner DeBerry stated that the annual *report of the EO Officer* should be under 7. FUTURE AGENDA ITEMS; Commissioner DeBerry made a motion to approve the minutes of January 19, 2011 as amended, seconded by commissioner Emrani. The minutes were approved as amended.

4. CORRECTION OF ELECTION OF VICE CHAIR

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.

5. UPDATE ON ALMS – ASSISTANT CAO KEITH HONDA AND H.R. CONSULTANT AUDREY DANIELS

Mr. Honda stated that they have been meeting with other cities within the county and outside of the county regarding the implementation of ALMS. Mr. Honda stated SEIU supported a centralized system and the Board of Supervisors expressed an interest. They have concluded that the process to implement ALMS will take 2-3 years. There has been discussion on phasing out the implementation; having the larger departments go first. He stated the Subcommittee of the Board would like to move forward; but because Natividad Medical Center objects to being part of ALMS, the State Personnel Board will not allow them to move forward. He stated it is up to the full Board to make a decision. Mr. Honda stated the overhaul of Human Resources has been on hold; because the implementation of the new payroll system has caused some problems.

Commissioner DeBerry stated his concerns with regards to the time frame for the implementation of ALMS and the overhaul of HR; because the old system was reported that it was not working. Commissioner Escobar stated the current system currently lacks consistency, Mr. Honda asked the Commission if they would like to make recommendations to the Board in support of ALMS. Commissioner DeBerry said this is not the role of the Commission. He made it very clear that he is not making a recommendation to move forward with ALMS; but is pushing for a system that is functional. Commissioner Kirkland asked if ALMS would affect the collective bargaining units. Mr. Honda responded that it would not. The Chair thanked Mr. Honda and his staff for their update.

6. FUTURE AGENDA ITEM

Update on the Monterey Plan
2010 Census information
Appoint Mentors
Invite Mr. Honda for an update on ALMS

7. ANNOUNCEMENTS AND EVENTS

The Chair stated that on March 1, 2011 there will be new rules regarding service dogs and asked staff to look into this. Ms. Ramirez-Bough will look into this and report back to the Commission.

Ms. Ramirez-Bough stated she will be meeting with the EO Board's Committee and will present them with a quarterly summary. She is aware of the annual report and will prepare a concise report to the Commission as soon as time permits.

Commissioner Kirkland requested a copy of the Roster. Staff will send an updated copy to all Commissioners.

8. DATE AND TIME OF NEXT MEETING

March 16, 2011.

9. ADJOURNMENT

The meeting was adjourned at 4:40 p.m.