

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Addleman at 3:30 p.m.

Commissioners Present: Chair Jayanti Addleman, Billy DeBerry, Vice Chair Kay Kirkland, Maria Castillo, Josie Duque, Yaz Emrani, Kathrina Ognyanovich, Bob Green and Fabian Barrera.

Commissioners Absent: Freda Escobar (excused)

Guests and Staff Present: Deputy County Counsel Robert Shulman, Acting Equal Opportunity Officer Bonita Monarque, Administrative Secretary Elisa Cantu and Management Specialist David Medrano.

2. PUBLIC COMMENTS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of May 19, 2010 were unanimously approved.

4. DEPARTMENT PRESENTATION – PUBLIC DEFENDER JAMES EGAR

Due to unforeseen circumstances, Jim Egar Public Defender was not available for his presentation. He will be scheduled for September 15, 2010 along with County Librarian Jayanti Addleman.

Commissioner DeBerry stated that in order to provide Commissioners with sufficient time to review the EOO reports from departments, the reports need to be included with the agenda packet and not distributed during the meeting.

5. UPDATE ON THE MONTEREY PLAN – DAVID MEDRANO

Mr. Medrano gave a summary on the Garza Consent Decree and Proposition 209 and their impact on the Monterey Plan. The County was sued in 1973 by an employee (Garza) and that led to the adoption of the Garza Consent Decree. In 1978 a student sued the University of California for reversed discrimination. The UC case is one of the landmark Court decisions that started the backlash against equal opportunity laws. In 1996 the County adopted the Monterey Plan. Later on that same year, the voters of California voted for Proposition 209 that also altered California equal opportunity laws. Mr. Medrano stated that the Plan has not been updated since 1996. The Plan is currently in the process of being updated to meet today's standards.

Mr. Medrano also mentioned that the County is looking into transitioning to an Approved Local Merit System (ALMS). With an ALMS Garza would no longer apply. Mr. Medrano pointed out that the Board is not looking to do away with the Plan and/or Garza, but rather an outcome that will continue to reflect the Board's commitment to provide equal employment and promotional opportunities to all County employees and applicants for

employment; comply with all applicable laws, regulations and court decisions; prohibit discrimination and promote diversity.

Mr. Medrano stated that he estimates that he could complete the work on the Plan in approximately 9 to 12 months. The Plan would contain current census data. The Commission would continue to be involved through the Sub-Committee. HR is engaged in studying whether the County will consider ALMS. HR would review any language developed that would describe personnel actions and rules and regulations. With respect to the implementation process, Mr. Medrano stated that the Board will have to decide on how to implement the Plan.

Commissioner Kirkland asked Mr. Medrano to define parity and diversity. Mr. Medrano stated that parity simply means you would like the population of the workforce to be in a similar percentage breakdown as the labor pool that is available to the county. Mr. Medrano stated there are many interpretations of diversity. As stated in the County's Diversity Policy, the County values the differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, as well as experience, education and way of thinking.

Commissioner Ognyanovich stated that the NAACP met with Mr. Medrano and the meeting was held in a very professional and cordial manner.

The Chair asked if the County were to transition to a Merit System and Garza would no longer be in place, would the County still be committed to the Monterey Plan. Mr. Medrano stated that because the County receives federal funds, it has a commitment to have an equal opportunity plan in place.

The Commission thanked Mr. Medrano for his presentation.

6. REVIEW OF THE ANNUAL DEPARTMENTAL REPORTING FORM

The Chair stated that the draft was presented to department heads and that all recommendations have been incorporated. Commissioner DeBerry stated that his suggestion to include the name of the person responsible for the goals and objectives was not included. Chair Addleman said the department heads felt that ultimately they are responsible for the report. There was discussion regarding requiring department's to list the specific individual responsible for the goals and objective. The motion was requested by the Chair, however, no motion was made by the Commission. Commissioner Ognyanovich made a motion, that the name of the preparer be included, that the department head's name and signature also be included; motion seconded by Commissioner Castillo. Motion passed. The Chair stated the next step would be to discuss how to

“flag” departments that need to appear before the Commission. Commissioners please forward suggestions to Ms. Monarque.

7. ANNOUNCEMENT AND EVENTS

Mr. Shulman said that the transition to ALMS is still in the preliminary stage. He believes it will be another four months before staff starts making recommendations.

The Chair announced the Japanese Obon festival in Salinas.

Commissioner DeBerry inquired about the Diversity Policy. Ms. Monarque stated the Policy has been approved by the Board.

8. FUTURE AGENDA ITEMS

Department Heads Presentation – Jayanti Addleman
Public Defender James Egar (if available)

9. DATE AND TIME OF NEXT MEETING

There is no meeting in August. The next Commission meeting will be held on September 15, 2010.

10. Adjournment

There being no further business, the meeting was adjourned at 4:45 p.m.