

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Jayanti Addleman at 3:35 p.m.

Commissioners Present: Chair Jayanti Addleman, Maria Castillo, Freda Escobar, Bob Green, Kathrina Ognyanovich and Fabian Barrera.

Commissioners Absent: Billy DeBerry, Kay Kirkland Josie Duque and Yaz Emrani.

Guests and Staff Present: Equal Opportunity Officer Irma Ramirez-Bough, Associate Equal Opportunity Analyst Bonita Monarque, Associate Equal Opportunity Analyst Sonje Dayries, Administrative Secretary Elisa Cantu, Department of Social Services and Employment Director Elliott Robinson, Management Analyst III Ron Mortensen, Personnel Manager Susan Reid, and Deputy County Counsel Rob Schulman.

2. PUBLIC COMMENTS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of September 15, 2010 were unanimously approved.

4. DEPARTMENT PRESENTATION – DEPARTMENT OF SOCIAL SERVICES AND EMPLOYMENT DIRECTOR ELLIOTT ROBINSON

Mr. Robinson briefed the Commissioners on the function and services provided by the Department of Social and Employment Services (DSES). The DSES operates under the Merit Systems guidelines. As required, DSES prepares an annual civil rights plan and participates in civil rights/nondiscrimination and cultural awareness trainings. He is committed to promoting diversity in hiring. He works to ensure that the department's policies and practices are fair and consistent with equal opportunity practices. The department strives to hire individuals who represent the community they serve. The department ensures services to non-English speaking applicants and recipients as mandated by the Dymally-Alatoree Bilingual Services Act. DSES has 760 employees (604 women); 524 are identified as minorities. The department has exceeded its goals in all job groups, with the exception of Management II, which has one incumbent.

Commissioner Barrera asked if all bilingual staff received a stipend. Mr. Robinson stated that only those employees who use their bilingual skills 33% of the time are entitled to the stipend. Mr. Robinson said they also use AT&T Language line when no bilingual staff is available. Commissioner Castillo asked about the high turnover. Mr. Robinson stated some were retirements, relocation and some were terminations. Commissioner Ognyanovich asked how their recruitment panel is selected. Mr. Robinson replied that they look for "subject matter experts." Commissioner Ognyanovich requested that their recruitment flyers be sent to NAACP.

The Commission thanked Mr. Robinson and his staff for taking the time to come before the Commission.

5. ANNOUNCEMENT AND EVENTS

Commissioner Ognyanovich asked if Commissioners wanted to have lunch with First Lady Michelle Obama on October 25, 2010, to get in touch with her. Tickets are \$1,000.00 each.

6. FUTURE AGENDA ITEMS

Ms. Ramirez-Bough informed the Commission that unfortunately, we had not heard from Jim Egar, Public Defender to confirm if he is available in November. If we do not hear from him, there will be no November meeting.

Commissioner Castillo inquired when we would be having a retreat. This item will be agendaized.

John Pinio, Parks Director is scheduled for the December meeting.

7. DATE AND TIME OF NEXT MEETING

To be determined.

8. ADJOURNMENT

There being no further business, the meeting was adjourned at 4:35 p.m.