

1. ROLL CALL AND GREETING OF VISITORS

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

Commissioners Present: Chair Billy DeBerry, Jayanti Addleman, Harry Gamotan, Alejandro Hogan, Bettye Lusk, Sue K. Miess, Ray McLaughlin, Jose Rosillo

Commissioners Absent: Virgil Schwab, Robert Greene, Juanita Perea.

Guests and Staff Present: Equal Opportunity Officer David Medrano, Associate Equal Opportunity Analyst Sonje Dayries, Associate Equal Opportunity Analyst Bonita Monarque, Deputy County Counsel Ellen Jahn

Recently appointed Commissioners Jayanti Addleman, representing the Department Heads' Council, and Alejandro Hogan, representing Supervisorial District 1, were introduced. Jayanti Addleman is the Director of the Monterey County Free Libraries. Alejandro Hogan is an Associate Superintendent with the Salinas Union High School District.

2. PUBLIC COMMENTS AND PETITIONS

None.

3. REVIEW AND APPROVAL OF MINUTES

Commissioner Gamotan moved to approve the minutes of the October 8, 2007 and November 19, 2007 meetings. Seconded by Commissioner Lusk. The minutes of both meetings were approved.

4. NEW BUSINESS

A. Report from the Nominating Ad Hoc Committee – Election of Officers

Commissioner McLaughlin of the Nominating Ad Hoc Committee reported that three Commissioners were interested in serving as Officers. Commissioners Gamotan and Miess were nominated for Chair; Commissioner Ognyanovich, Vice Chair. The election of officers was conducted. Commissioner Sue K. Miess was elected as Chair by those Commissioners present; Commissioner Ognyanovich was elected Vice Chair.

A question was asked by Commissioner Rosillo regarding "roll call" and the newest members of the Commissioner voting for officers. Chair DeBerry explained that a roll call can be conducted at the request of a Commissioner. Chair DeBerry also stated that newly appointed Commissioners have the same rights as all Commissioners and are eligible to vote for officers.

Outgoing Chair DeBerry thanked the Equal Opportunity and County Counsel staff for their support. Newly elected Chair, Sue K. Miess, thanked Commissioner DeBerry for his work as Chair of the Equal Opportunity Advisory Commission.

B. Monterey Plan Presentation – David Medrano, Equal Opportunity Officer

David Medrano, Equal Opportunity Officer, provided the Commission with a summary report on the process for updating the Monterey Plan using the statistical update compiled by Biddle and Associates. Mr. Medrano described the type of information provided by the new report and provided samples of the data. He indicated that the data would be further analyzed by the Commission through its Monterey Plan Compliance sub-Committee.

A question was asked regarding the effect of vacancies on the statistics and goals. Mr. Medrano responded that the percentages (underutilization) can increase or decrease depending on the ethnicity/gender of the individuals who resign or are hired.

Mr. Medrano will provide the data to the Monterey Plan Compliance Standing Committee (County review) members. The members of the Committee are: Commissioners DeBerry, Schwab, Lusk, Gamotan and Chair Miess. The Committee will work to identify steps to address the report's findings and eventually present input and options for revising the Monterey Plan to the Board of Supervisors.

C. Discussion: Commission Orientation/Retreat

There was discussion regarding an orientation for the newly appointed Commissioners. An orientation will be held when most of the vacancies are filled. The goal is to orient the new Commissioners prior to the retreat.

Mr. Medrano asked the Commissioners to inform him if they were aware of any groups; representing the interests of the Filipino community and gay, lesbian, bisexual, and transgendered community; who would like to serve on the Commission (these seats have been vacant for some time).

Items for the Commission retreat were suggested. Some of those items included: training on the Garza Consent Decree and Roberts Rules of Order, role and purpose of the Commission, and a review of outstanding items from past retreats.

5. OLD BUSINESS

A. Review, Discuss, and Adopt Amended Bylaws

There was discussion regarding the comments and suggestions provided by Commissioner Ognyanovich via email. One suggestion was to assign commissioners to committees and officer positions on a rotating basis. The consensus was that allowing people to volunteer for the positions gives those who wish to become more active an opportunity to serve. Those commissioners who choose to be less involved would not be

compelled to serve. In addition, those wishing to serve on a committee have never been denied the opportunity to do so. Commissioner Gamotan moved to approve the amended bylaws as presented. Seconded by Commissioner Rosillo. The motion passed.

6. ANNOUNCEMENTS AND EVENTS

There were no announcements.

7. FUTURE AGENDA

Annual Report

8. DATE AND TIME OF NEXT MEETING

The next meeting will be held on Monday, February 11, 2008 at 3:30 P.M.

9. ADJOURNMENT

There being no further business, meeting was adjourned.