

1. ROLL CALL AND GREETING OF VISITORS

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

Commissioners Present: Chair Sue K. Miess, Dr. Bettye Lusk, Billy DeBerry, Jayanti Addleman, Alejandro Hogan, Robert Greene, Harry Gamotan, Virgil Schwab, Fred Garcia, Sarah Mawhirter, Lena Valdez

Commissioners Absent: Vice Chair Kathrina Ognyanovich (excused), Jose Rosillo (excused)

Guests and Staff Present: Equal Opportunity Officer David Medrano, Associate Equal Opportunity Analyst Sonje Dayries, Associate Equal Opportunity Analyst Bonita Monarque; Administrative Secretary-Confidential Elisa Cantu; Deputy County Counsel Ellen Jahn; Public Defender Jim Egar, Supervising Personnel Analyst Kimberley Moore, Human Resource Technician Darryel Mickens.

Chair Miess introduced new Commissioners Fred Garcia, representing the Deputy Sheriff's Association; Lena Valdez, representing SEIU Local 521; and Sarah Mawhirter, representing the Gay, Lesbian, Bisexual, and Transgender community.

Commissioner Gamotan requested that the Commission's website be updated. Officer Medrano stated that the website is maintained by the Clerk to the Board's Office. Equal Opportunity Office staff has attempted to have the website updated and has not been successful. Officer Medrano and Commissioner Schwab will work together to have the site updated.

2. PUBLIC COMMENTS AND PETITIONS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of the March 2008 meeting were approved by consensus (NOTE: The Commission did not have a meeting in April of 2008).

4. NEW BUSINESS

A. Departmental Equal Opportunity Plan Presentation – Public Defender Jim Egar

Public Defender Egar has been with the County for approximately a year and a half. The Public Defender's Office met its goals in most of its job groups. In Management, the department has two employees, the Public Defender and an Assistant, currently filled on an interim basis. In Professional-Administration, there are three employees. In the Attorney category, the department has exceeded the goals set forth in the Monterey Plan. In the Paraprofessional I and II categories, the department has exceeded the goals as set forth in the Plan. In the

Office/Clerical I and II category, the department has also exceeded the goals. Public Defender turnover has been relative high due to the salaries in Monterey County and retirements. Fifty-percent of the new hires in the Public Defender's Office are minority. With respect to promotions, three of the four promoted in the Public Defender's Office were minority. Information relating to nondiscrimination and harassment is periodically distributed to department personnel. Some challenges his office faces are high caseloads, when compared to other counties, and the Therapeutic Courts, which are very labor intensive. For the Assistant Public Defender position, the department plans to recruit state-wide. Public Defender Eggar has contacted judges and LULAC as well as made contact with others in the field. The recruitment has not yet started.

Public Defender Eggar was thanked for his presentation. Chair Miess stated she appreciated his efforts in meeting the goals of the Monterey Plan.

B. Presentation by Equal Opportunity Officer David Medrano on the Monterey Plan

The County of Monterey's workforce includes approximately 2400 minorities (57.6%) This figure includes temporary and part time employees. Women account for approximately 64.8 percent (approximately 2700) of the County of Monterey workforce. In the Management II, Professional-Human Services, Professional – Health and Ancillary Services, and Skilled Craft II job groups, the County has not met its goals with respect to its minority hiring. The goal, as stated in the Monterey Plan for Management II (Job Group 1) is 30.3.9% minority. However, in Job Group 1, minorities constitute only 7.4% of the workforce; 22.9 percent below the goal as outlined in the Plan. In Professional-Human Services (Job Group 5) the goal is 41%. The County is at 34.3% for this Job Group; 6.7% below the goal. In the category of Skilled Craft II (Job Group 15), the goal is 43.7% minority. The County of Monterey has however met its minority hiring goals in the remaining 16 job groups. Overall, the hiring goals for women have been met in 11 of 20 Job Groups.

C. Discussion of Commission Retreat

Chair Miess appointed Commissioners Gamotan and Ognyanovich to serve on the ad hoc committee to plan the Commission's retreat. Mr. DeBerry will no longer be serving on the committee.

5. UNFINISHED BUSINESS

A. Final Approval of the Annual Report

Commissioner Schwab moved to approve the annual report, for adoption by the Board of Supervisors; second by Commissioner Hogan. Motion carried.

6. REPORT FROM COMMITTEES

A. Departmental Review of Monterey Plan Compliance

Chair Miess appointed Commissioner Addleman to the Committee. Chair Miess, Commissioners Lusk and DeBerry also serve on the Committee.

B. County Review of Monterey Plan Compliance

Commissioner Schwab stated that the Committee has been meeting to review The Plan. The Biddle Group has completed its work. The Committee is now in the process of reviewing the language of The Plan.

7. ANNOUNCEMENTS AND EVENTS

The Board of Supervisors adopted a resolution, proclaiming that April 22, 2008 is Equal Pay Day in Monterey County. Equal Pay Day symbolizes the day in which the wages paid to American women catch up to wages paid to men from the previous year.

8. FUTURE AGENDA

Please contact Chair Miess or the Equal Opportunity Office by May 26, 2008 if you wish to have items placed on the agenda.

9. DATE AND TIME OF NEXT MEETING

The next meeting will be held on Monday, June 9, 2008 at 3:30 P.M.

10. ADJOURNMENT

There being no further business, meeting was adjourned.