

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, Vice Chair Kathrina Ognyanovich, Dr. Bettye Lusk, Billy DeBerry, Jayanti Addleman, Robert Greene, Harry Gamotan, Virgil Schwab, Lena Valdez, Jose Rosillo

Commissioners Absent: Alejandro Hogan (excused), Fred Garcia (excused), Martha Chavarria (excused), Sarah Mawhirter (excused)

Guests and Staff Present: Associate Equal Opportunity Analyst Sonje Dayries, Associate Equal Opportunity Analyst Bonita Monarque; Administrative Secretary-Confidential Elisa Cantu; Deputy County Counsel Ellen Jahn; Chief Ranger Director of Parks Department John Pinio, Director of the Department of Social and Employment Services Elliott Robinson, Senior Personnel Analyst Rosanne Rubino, Finance Manger I Estella Sandoval; Personnel Manager Susan Reid, Management Analyst III Ron Mortenson.

2. PUBLIC COMMENTS AND PETITIONS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of the May 12, 2008 meeting were approved by consensus (NOTE: The Commission did not have a meeting in June of 2008).

4. NEW BUSINESS

A. Departmental Equal Opportunity Plan Presentations

John Pinio, Chief Ranger, Director of Parks. Director Pinio has served as the Parks Director since 1996. One of the goals of the Parks Department is to hire the most qualified individuals while striving for a diverse workforce. The Parks Department is responsible for nine park units. Park employees attend mandatory discrimination and harassment training. With exception of the Park Ranger positions, the Parks Department is doing reasonably well with respect to meeting its goals. Filling the ranger positions has been challenging for the department. For example, recently the Parks Department conducted a recruitment for Park Ranger; 463 were received (19% of the applicants identified themselves as minority). Of the 463 applicants, only 41% met the requirements. Seventy passed the first interview; of the 70, only five candidates passed the medical and psychology portion of the exam. Out of the 463 applicants, the department was able to hire five individuals (one minority). The department has been working with the Equal Opportunity Office and Human Resources to attract more applicants. The department is also considering working with Monterey Peninsula College and Hartnell to attract students and prospective applicants from the colleges' Administration of Justice programs. The department also participates in job fairs. Chief Ranger Pinio stated that he welcomes the Commission's suggestions on recruitment strategies.

Elliott Robinson, Director of Social and Employment Services. Director Robinson introduced Susan Reid, Personnel Manager and Ron Mortenson, Management Analyst III. With the exception of the divisions of the Office for Employment and Training (OET) and the Workforce Investment Board (WIB), the Department of Social and Employment Services (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. DSES has 773 employees (614 women); 510 are identified as minorities. The department has exceeded its goals in all job groups, with the exception of Management II (one incumbent).

Chief Ranger Pinio and Director Robinson were thanked for their presentations.

5. UNFINISHED BUSINESS

A. Commission Website

Bonita Monarque stated that the Commission's website has been updated.

6. REPORT FROM COMMITTEES

A. Departmental Review of Monterey Plan Compliance

No report at this time.

B. County Review of Monterey Plan Compliance

Commissioner Schwab stated that the Committee is in the process of reviewing draft language of the Monterey Plan.

C. Commission Retreat

Vice Chair Ognyanovich stated that the retreat will be held in September. She discussed the idea of obtaining a facilitator. Vice Chair Ognyanovich asked the Commissioners to let her know if there are conflicts with certain dates in September. In addition to other topics, the Commission will be discussing their goals and priorities for the year. If you have suggested topics, please contact Vice Chair Ognyanovich.

7. CHAIRPERSON'S COMMENTS

A. Commission Guidelines/Policies

Chair Miess reminded the Commissioners that Commissioners are required to attend an orientation. Chair Miess hopes to partner new Commissioners with those Commissioners who have been on the Commission for several years. Chair Miess suggested the completion of a 2008 calendar report since last year's annual report was just recently adopted.

B. Commissioners' Orientation

Chair Miess stated that, in lieu of an August Commission meeting, there will be a Commission orientation on August 11, 2008 from 3:30 – 5:00 (Board Chambers). The orientation is for new members who have not participated in an orientation session. Although attendance is not mandatory for all other Commissioners, all are invited to attend.

8. ANNOUNCEMENTS AND EVENTS

Please take the mandatory ethics training either via the internet (<http://localethics.fppc.ca.gov/ab1234>) or in person on August 6th. Two hours of ethics training is required every two years. If you take the course online, please be certain to spend at least two hours on the course. A certificate of completion will be issued. Please submit the certificate to the Equal Opportunity Office.

9. FUTURE AGENDA

Please contact Chair Miess or the Equal Opportunity Office by August 25, 2008 if you wish to have items placed on the agenda.

10. DATE AND TIME OF NEXT MEETING

The next Commission meeting will be held on Monday, September 8, 2008 at 3:30 P.M. The orientation will be held on Monday, August 11, 2008 at 3:30 (Board Chambers).

11. ADJOURNMENT

The meeting was adjourned at 5:00.