

1. ROLL CALL AND GREETING OF VISITORS

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

Commissioners Present: Chair Sue K. Miess, Jayanti Addleman, Harry Gamotan, Virgil Schwab, R. Lena Valdez, Fred Garcia, Martha Chavarria, Billy DeBerry, Jose Rosillo and Sarah Mawhirter.

Commissioners Absent: Vice Chair Kathrina Ognyanovich (excused), Alejandro Hogan (excused), Dr. Bettye Lusk (excused), Robert Greene (excused)

Guests and Staff Present: Equal Opportunity Officer David Medrano, Associate Equal Opportunity Analyst Sonjé Dayries, Associate Equal Opportunity Analyst Bonita Monarque, Administrative Secretary-Confidential Elisa Cantu, Deputy County Counsel Ellen Jahn; Linda Tulett, Registrar of Voters

2. PUBLIC COMMENTS AND PETITIONS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of the September 8, 2008 meeting were approved by consensus. The minutes of the October 1, 2008 meeting (Item 5: The Monterey Plan for Equal Access to Employment and Contracting Opportunities and County Policies) should be amended to reflect that “question submitted in advance of the retreat, were reviewed and discussed.” Commissioner Addleman moved to approve the minutes of the October 1, 2008 retreat, as amended; seconded by Commissioner Chavarria. The minutes were approved.

4. NEW BUSINESS

Departmental Equal Opportunity Plan Presentation – Linda Tulett, Registrar of Voters

Equal Opportunity Officer David Medrano introduced Linda Tulett, Registrar of Voters. The Elections Department currently has seven full-time employees (excludes the department head). In preparation for the elections held throughout the year, several temporary employees are hired for the Office. With respect to meeting the goals as outlined in The Monterey Plan for Equal Access to Employment and Contracting Opportunities (The Plan), in the category of Management II, all (1) are minorities. In the category of Management II, the department has exceeded the goal of 30.2%. All (1) are minorities in the Paraprofessionals-Technicians I category (exceeds goal); and in the Office/Clerical I category, 25 percent are minority (1 minority, 3 non-minorities, has not met the goal of 45.8%). No minorities are in the Professional – Administration category, of which one (1) employee is assigned (goal is 31.1%) Since the Elections department has few positions, there are not many promotional opportunities within the department. It is also difficult to obtain employees with elections experience. The department is committed to hiring employees with “cultural competence” and who can meet the needs of the community in which the department serves. After a brief questions and answers session, Registrar of Voters, Linda Tulett was thanked for her presentation.

5. UNFINISHED BUSINESS

A. Follow-up to Equal Opportunity Officer’s Report – David Medrano, Equal Opportunity Officer.

There were no questions regarding Equal Opportunity Officer’s David Medrano’s report. A question was asked regarding whether or not the Garza Consent Decree was still in effect. Equal Opportunity Officer David Medrano stated that based on an opinion the Equal Opportunity Office has received from the County Counsel’s Office, the Garza Consent Decree is still in effect.

B. Status of Completion of Mandatory Ethics Training. Approximately half of the Commissioners have completed the mandatory ethics training. Commissioners can still take the online training. The web address is: <http://localethics.fppc.ca.gov/ab1234>. Please provide the Equal Opportunity Office with a copy of your certificate of completion. The names of those who have not completed the training will be provided to Chair Miess at the November meeting.

C. Commission Off-Site Follow-Up

The Commission's retreat was well received. The Commissioners felt that the event was productive and informative

6. REPORT FROM COMMITTEES

A. Departmental Review of Monterey Plan Compliance

Chair Miess will be scheduling a meeting for sometime in November.

B. County Review of Monterey Plan Compliance

The Committee meeting is scheduled for Friday, October 31, 2008 from 12 – 2:30 at the Monterey County Free Library, Marina Branch.

7. ANNOUNCEMENTS AND EVENTS

Commissioner Mawhirter announced the showing of "Tying the Knot", a documentary about the history of marriage. After the showing, there will be discussion about the film (Date: 10/16/2008 at 6:30; Sam Karas Room, Monterey Peninsula College).

8. FUTURE AGENDA ITEMS

- The election of officers will take place during the January 2009 meeting.
- Selection of the nominating committee
- Discussion of Commission priorities/recommendations
- Going "paperless"
- Meeting evaluation

If you wish to have additional items placed on future agendas, please contact Chair Miess or David Medrano by October 27th.

9. DATE AND TIME OF NEXT MEETING

A. Vote on Moving Date of Regular Meetings to Wednesdays

The Board of Supervisors' Chambers will no longer be available on Mondays. The Commission can meet on the third Wednesday of each month in the Board Chambers or on the second Monday of each month in the Monterey Room. Commissioner Schwab moved to hold the Equal Opportunity Advisory Commission meetings on the third Wednesday of each month in the Board of Supervisors' Chambers (3:30-5:00); seconded by Commissioner Rosillo. The motion passed, Commissioner DeBerry voted "no."

B. November Meeting

The next Commission meeting will be held on Wednesday, November 19, 2008 at 3:30 in the Board of Supervisors' Chambers.

10. ADJOURNMENT

The meeting was adjourned at 5:00.