

1. ROLL CALL AND GREETING OF VISITORS

The meeting was called to order by Chair Miess at 3:47 p.m.

Commissioners Present: Chair Sue K. Miess, Vice Chair Kathrina Ognyanovich, Harry Gamotan, R. Lena Valdez, Virgil Schwab, Fred Garcia, Robert Greene, Billy DeBerry, Jose Rosillo.

Commissioners Absent: Alejandro Hogan (excused), Dr. Bettye Lusk (excused), Sarah Mawhirter (excused), Jayanti Addleman (excused); Martha Chavarria (excused).

Guests and Staff Present: William Foley, CEO, Natividad Medical Center; Janine Bouyea, NMC Human Resources Administrator, 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.

2. PUBLIC COMMENTS AND PETITIONS

None.

3. REVIEW AND APPROVAL OF MINUTES

The minutes of the October 15, 2008 meeting were approved by consensus.

4. NEW BUSINESS

A. Departmental Equal Opportunity Plan Presentation – William Foley, CEO, Natividad Medical Center

Equal Opportunity Officer David Medrano introduced William Foley, CEO of Natividad Medical Center (NMC). CEO Foley reviewed the report submitted by the hospital. CEO Foley said that there are four (4) areas in which NMC has not met the goals as outlined in The Monterey Plan for Equal Access to Employment and Contracting Opportunities (The Plan). Those categories are: Management II, Management I, Professionals – Health, Administration and Skilled Craft. NMC continues to strive to meet the goals in all job categories as vacancies arise. NMC also has targeted recruitment efforts to improve minority representation throughout the hospital. The hospital is currently recruiting for senior positions at NMC (CEO, Chief Financial Officer, Chief Medical Officer and Chief Information Officer). There are three finalists for CEO, some of whom are minority. After a brief questions and answers session, CEO William Foley was thanked for his presentation.

B. Appointment of Nominating Committee

Chair Miess appointed Commissioners Hogan and Chavarria to the Nominating Committee. Vice Chair Ognyanovich and Commissioner DeBerry were also nominated, but did not accept their nominations due to prior commitments. Commissioner Valdez volunteered to serve on the Committee. The Committee will poll Commissioners to determine if they are interested in serving as Chair or Vice Chair of the Commission for 2009.

C. Review of Commission Recommendations for Actions/Priorities

Chair Miess asked the Commission to review the actions/priorities list and rank the items in order of importance; 5 being the most important and 1, the least.

D. Paperless Commission Process

This item will be discussed during the next Commission meeting.

5. UNFINISHED BUSINESS

A. Status of Completion of Mandatory Ethics Training. Two Commissioners have yet to complete the mandatory ethics training. The online training can taken by accessing: <http://localethics.fppc.ca.gov/ab1234>.

6. REPORT FROM COMMITTEES

A. Departmental Review of Monterey Plan Compliance

Chair Miess submitted a draft of the committee responsibilities. Commissioner Gamotan moved to accept the responsibilities of the committee. Seconded by Commissioner DeBerry. The document was accepted. Chair Miess submitted an example of the types of information that the Commission may wish to obtain from the department heads during their presentations before the Commission. Chair Miess asked if others were interested in serving on the Committee. Current Committee members are: Commissioners Garcia, Addleman, DeBerry, Lusk and Chair Miess. Commissioner Ogyanovich requested a report on Garza waivers from the Equal Opportunity Officer

B. County Review of Monterey Plan Compliance

Commissioner Schwab stated that Deputy CAO, Keith Honda attended the last Committee meeting and discussed the role and responsibilities of Human Resources. There was discussion regarding the Garza Consent Decree and whether or not the County should continue implementing the provisions in the decree.

7. ANNOUNCEMENTS AND EVENTS

None.

8. FUTURE AGENDA ITEMS

- Election of Officers
- Discussion of Commission priorities/recommendations
- Paperless Commission Process
- Draft Annual Report
- Meeting evaluation

If you wish to have additional items placed on future agendas, please contact Chair Miess or David Medrano by January 5th.

9. DATE AND TIME OF NEXT MEETING

The next Commission meeting will be held on January 21, 2009.

10. MEETING EVALUATION

Some of the comments were as followed (based on evaluation form):

- CEO Foley's expeditious presentation was appreciated. He focused on those areas of concern rather than going over the entire report, which helped to move the meeting along.
- The meeting did not start or end on time.
- Not all Commissioners were present.
- Appreciated the manner in which Chair Miess conducted the meeting. She gives all Commissioners the opportunity to speak and keeps the meetings focused.

11. ADJOURNMENT

The meeting was adjourned at 5:05.