



**EQUAL RIGHT COMMISSION MEETING**  
**Stanislaus County Learning Institute**  
**Wednesday, February 18, 2009 - 3:30 P.M.**

**MINUTES**

**ATTENDANCE:**

Commissioners – Dionicio D. Cruz, Leslie Beggs, Jeremiah Williams	
Ag Commissioner - Denny Hoeh	Aging & Veterans – Bipin Surti
Alliance Worknet (DET) – John Egbikvadje	Assessor – Glafira Villalobos
Animal Services – Mavis Williamson	Behavioral Health - Christi Golden
Auditor –	Clerk Recorder – Cyndi Helton
Child Support –JoAnn Sarhad	Community Services Agency –
Cooperative Extension -	County Counsel - Edward Burroughs
CEO - Jody Hayes	CEO - Brandi Welsh
District Attorney - Ramon Bawan	Environmental Resources – Merry Rorabaugh
General Services Agency –Donna Riley	Health Services – Phoebe Leung
Library –	Probation – Katty Sandhu
Planning –	Public Defender -
Public Works – Julie Serrano	Sheriff – Marcus Wirowek
Stanislaus Regional 9-1-1 – Scott Nickerson	Strategic Business – Dean Platt
Treasurer –	

**CALL THE MEETING TO ORDER**

- Jody Hayes, County EEO Officer called meeting to order at 3:39 PM

**INTRODUCTION OF GUESTS**

**GUESTS' AND STAFF COMMENTS**

**APPROVAL OF THE PREVIOUS MINUTES**

Had a quorum - Approval of:  
August 20, 2008 Minutes – Yes  
December 17, 2008 Minutes - Yes

**APPROVAL OF THE AGENDA**

Agenda was approved

**EEO TRAINING**

**-Bridging Diversity** – Last class was November 26, 2008- 16 attended. No classes offered yet this quarter due to ongoing class curriculum changes.

**-Disabilities Awareness** –No classes offered this quarter as yet.

**-Gender Communications** - Last class was May 13, 2008, and 21 attended. No further dates have been given.

**-Preventing Sexual Harassment** (non-mandatory training) – The February 10<sup>th</sup> class was canceled due to low enrollment. The next class is scheduled for April 21, 2009

**-Mandatory Sexual Harassment** –The last training was January 26, 2009 with 28 attended. We will offer this training again March 23, 2009.

- At the Supervisor Training we are informing managers when to reach out if the department is experiencing EEO issues.
- One of our goals has been to re-tool the EEO class so we are preparing a new curriculum which we will present at one of the future meetings. EEO Officer Christi Golden has a curriculum that we may also present at the next meeting.

## **EEO COMPLAINTS**

- Jody reviewed the summary as of February 20, 2009 and the overall summary for 2008.
- As of February 20, 2009 there has only been one complaint.
- The overall summary for 2008 is 8 complaints to EEOC and no County complaints.

## **EQUAL RIGHTS COMMISSION GOALS**

1) Training EEO Officers:

- Group activity: Continue working on knowledge, skills and abilities.

## **DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS**

No reports were given.

## **CORRESPONDENCE**

No correspondence was received.

## **OTHER TOPICS**

- Monica Nino, Assistant Executive Officer, came to the meeting to discuss the current County budget situation. Some of the key items discussed were:

### Strategic Options-Fiscal Year 2008-2009

- Create a fund balance savings of at least \$5 million by year end
- 3% targeted reductions in the General Fund issued at Mid-Year
- Minimize contingency fund transfers to create year end fund balance
- Evaluate Tax Loss Revenue Fund revenue potential
- Avoid the use of designations/reserves for operating expenses
- Continue cost reduction strategies

### Strategic Options Being Considered for the 2009-2010 Fiscal Year

- Ensure a \$5 million fund balance in the General Fund at the 2008-2009 year end

- Maintain the no-backfill policy for State and Federal program reductions to avoid further fiscal shortfalls to the County's General Fund
- Direct all Departments to develop program specific reduction plans
- Use the Workers Compensation Retained Earnings on a one-time basis for a \$3 million savings
- Use the Unemployment Retained Earnings on a one-time basis for a \$1 million savings
- Provide Departments with budget reduction targets from 3-10%, or more if necessary
- Reduce base budget for Appropriations for Contingencies
- Consider implementing strategies to reduce retirement cost
- Evaluate all cost reduction options

## **ADJOURNMENT**

The meeting adjourned at 4:50 p.m. The next meeting will be April 15, 2009 at 3:30 p.m. located at Stanislaus County Learning Institute, 917 Oakdale Road, Modesto CA.

Respectfully Submitted, Amber Palmer