



EQUAL RIGHT COMMISSION MEETING
Stanislaus County Learning Institute
Wednesday, August 19, 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– Steve Hopkins	Assessor – Glafira Villalobos
Animal Services – Mavis Williamson	Behavioral Health - Christi Golden
Auditor – Janice Ingold	Clerk Recorder – Jeremy Howell
Child Support –JoAnn Sarhad	Community Services Agency –
Cooperative Extension –	County Counsel –
CEO - Jody Hayes	CEO - Brandi Welsh
District Attorney -	Environmental Resources –
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 – Allison Turner
Treasurer – Jan Cade	

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:
June 17, 2009 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 last quarter. Next class is August 12.

Gender Communications - Last class was May 13, 2008, and 21 attended. No classes offered yet this quarter due to ongoing class curriculum changes.

Preventing Sexual Harassment (non-mandatory training) – Last class was held on April 21, 2009 with 9 attending.

Mandatory Sexual Harassment –The last training was May 27, 2009 with 124 attending. We will offer this training again July 27, 2009.

EEO COMPLAINTS

- Jody reviewed the summary as of August 19, 2009.
- As of August 19, 2009 there have been three complaints.

EQUAL RIGHTS COMMISSION GOALS

- There was a discussion about what type of process we should have when an EEO Officer is new and to make sure current EEO Officers are up-to-date.
 - Feedback:
 - Orientation. Some organizations have a quick start program.
 - How often should training be? Once a year.
 - It is important to go over case laws, new trends.
 - We have asked County Counsel to come and provide feedback and new development in laws.
 - Clipping services. Email out newspaper articles.
 - We need to look into this.
 - Training materials to conduct investigations. Manuals/workbooks with formatting and timelines
 - We make sure to never hand off an investigation to individuals who have never conducted one before.
 - This is on our to do list.
 - Maybe we could put together a focus group of EEO Officers to put together the workbook.
 - JoAnn
 - Katty
 - Bipin
- Planning for Diversity Week 2009
 - September 28th through October 2nd
 - The International Festival will still take place at the Gallo Center on October 5th.
 - Theme Ideas:

- Remember to try to focus more on education, less on food.
- Start planning for your departments

DEPARTMENT EQUAL RIGHTS OFFICERS REPORTS

- Department Proposed Budget Reports:

Denny from Ag Commission:

- The department has been very conservative with their budget.
- There have been no losses of jobs or positions.

Scott from Reg. 911:

- The department has had some salary issues. 5 positions were eliminated so 8% of their workforce is gone.
- Trying to keep an eye on overtime.

Steve from Alliance:

- Funding for the department is fine.
- The department tends to get more money when the economy is bad.

Bipin from AAA:

- State cuts to the In Home Supportive Program for senior citizens have made a huge impact.
- Department will be looking at eliminating positions.

Janice from Auditor's:

- Department Head held six positions unfunded to help with the budget.
- We used 2 youths from Alliance to assist with the workload.

Phoebe from HSA:

- Clinics – FQHC local mandate/reimbursement. The department is provided this from the health care they provide.
- Public Health side-90% of funding from state. There have been lots of budget cuts. Most of MCH are done or heavily cut. HIV programs have been cut except of the surveillance testing. Dental education gone.
- So far no reduction-in-force or furloughs.
- Department is really looking at Public Health side. Still don't know if staff will be affected.

Mavis from Animal Services:

- General Fund.
- CEO is working diligently for services with JPA. City is starting to pay for some services.

Jeremy from Clerk Recorder:

- Staff chose furloughs to avoid reduction in force.
- Reduced one position.
- Department worked hard to keep the facility open.

- The public is informed of furloughs.
- Utilized three youths to fill gap.

Glafira from Assessors

- Busy past year or so.
- Furlough 65 hours about 2 ½ hours per pay period. Seems to work well.
- VTO was offered to everyone.
- Some positions were not filled.
- Department lost a couple of part-time employees and one extra help.

Jane from Treasurer-Tax Collector

- The department unfunded some positions.
- Have not needed to furlough.
- Utilized the summer youth program. It worked out very well.

Alicia from SBT:

- The department kept positions unfilled.
- Marcia and staff tried hard to be creative to get things done without spending too much money.
- No furloughs or reductions.

Overall:

- There are a lot of vacant positions out there. At CSA there are 100 empty positions.
- 150 layoffs over the last 2 years or so.
 - Not everyone could be placed but we tried. Not sure the exact number.

CORRESPONDENCE

N/A

ADJOURNMENT

The meeting adjourned at 4:20 p.m. The next meeting will be October 21, 2009 at 3:00 p.m. located at 1010 10th street, Board Chambers for the EEO Awards Ceremony.

Respectfully Submitted, Amber Palmer