



Monterey County

GOVERNMENT CENTER
SUPERVISOR
FERNANDO ARMENTAS
OFFICE
168 W. ALISAL STREET,
2nd FLOOR
SALINAS, CA 93901

Action Minutes Equal Opportunity Committee

Thursday, June 16, 2016

2:00 PM

Supervisor Armenta's Office - 2nd Floor

Special Meeting

Call to Order

The meeting was called to order by Supervisor Armenta at 2:00 p.m.

Attendees

Supervisor Fernando Armenta; Supervisor Simón Salinas; Equal Opportunity Officer Irma Ramirez-Bough; Assistant County Administrative Officer Manny González; Deputy County Counsel Juan Rodriguez; and Administrative Secretary-Confidential Rocio Quezada.

Public Comment Period

There were no public comments received.

Approval of Action Minutes

1. Approve the Equal Opportunity Committee's Draft Action Minutes of March 9, 2016.

Attachments: [Draft Action Minutes of March 9, 2016](#)

The Action Minutes of March 9, 2016, were approved as submitted.

Regular Agenda

2. Provide direction to the Equal Opportunity Officer on the County's Equal Opportunity Plan.

Ms. Ramirez-Bough presented the updated County of Monterey 2015-2017 Equal Opportunity Plan. The Committee recommended submitting the Plan to the Board of Supervisors for approval and adoption.

Supervisor Armenta recommended that Contracts/Purchasing present their annual report to the Committee at a future meeting. He also recommended the Business Council present to the Equal Opportunity Advisory Commission.

3. Receive an update on the Equal Opportunity and Non-Discrimination/Diversity training.

Attachments: [Equal Opportunity and Non-Discrimination/Diversity Training Memo](#)

Ms. Ramirez-Bough provided an update on the Equal Opportunity and Non-Discrimination/Diversity training. Ms. Ramirez-Bough reported that to-date, 632 County employees have attended the training and the feedback has been extremely positive. Due to budget constraints the Equal Opportunity Office is requesting additional appropriations to continue the training for fiscal year 2016-2017. The Committee recommended seeking direction from the County Budget Director.

4. Receive an update on the Equal Opportunity Office training for managers and supervisors on Accommodating Workers with Disabilities.

Attachments: [Memo - Accommodating Workers with Disabilities Training](#)

Ms. Ramirez-Bough announced that the Equal Opportunity Office, in conjunction with LawRoom, launched an online training for managers and supervisors on Accommodating Workers with Disabilities.

5. Discuss Commission vacancies.

Ms. Ramirez-Bough discussed the current vacancies on the Equal Opportunity Advisory Commission (EOAC) and the Commission on Disabilities (COD). There are currently vacancies for District 1 and 2 on the EOAC and District 1 and 5 on the COD. The Committee will reach out to constituents within the jurisdictions to fill the vacant seats.

6. Receive the Equal Opportunity Officer's Summary Report.

Attachments: [Equal Opportunity Officer's Summary Report](#)

Ms. Ramirez-Bough presented the Equal Opportunity Officer's Summary Report.

7. Provide direction to the Equal Opportunity Officer on conducting a Compensation Analysis Study.

Ms. Ramirez-Bough recommended that with the update of the County's Equal Opportunity Plan, for Biddle Consulting Group to conduct a Compensation Analysis Study to determine inequities in women and minorities. The cost of the compensation analysis is \$3,500. The Committee recommended seeking approval from the Board of Supervisors.

Adjournment

Meeting adjourned at 3:00 p.m.