

MINUTES  
PERSONNEL & PUBLIC EMPLOYEES COMMITTEE  
MAY 15, 1985

The meeting was called to order by Chairman Grantland Johnson at 4:15 p.m.

The members in attendance were:     Grantland Johnson, Chair  
  Joe Serna  
  Terry Kastanis

EXEMPT EMPLOYMENT SURVEY

Walter J. Slipe, City Manager was not able to attend the meeting. The Committee decided to carry this item over until the next meeting.

AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY PROGRAM STATUS REPORT FOR 1984

Gary L. Little, Affirmative Action Officer addressed the Committee on this issue.

Mr. Little gave a summary of the report and answered questions from the Committee. There was no public testimony.

RESPONSE TO RECOMMENDATIONS PRESENTED BY THE MAYOR'S HISPANIC ADVISORY COMMITTEE REGARDING AFFIRMATIVE ACTION

Donna L. Giles, Director of Personnel, addressed the Committee on this issue

Marty Mercado, representing the "Mayor's Informal Advisory Committee", addressed the Committee. She informed the Committee that the Mayor's Informal Advisory Committee would like to see a review body to monitor the Affirmative Action goals, hiring and timetables similar to what the County has; they see a need for focus recruitment with a Hispanic person to head it up; and that a commitment to affirmative action needs to be strongly demonstrated.

Councilman Serna stated that he was sympathetic to the idea of an Advisory Committee and he would like to see a Hispanic in the Personnel Department.

Mrs. Giles informed Mr. Serna that they have tried to hire a Hispanic within the Personnel Department but that the Hispanic person reachable on the eligible list turned the position down.

Councilman Johnson said that he was not convinced that the County's Committee was doing such a great job he said that the City's statistics were better. He also said that his feelings were that if the Committee were to delegate that chore to a Committee then they were delegating their responsibilities.

Councilman Johnson recommended that between now and September the Committee

should hold a series of six (6) meetings with department and division chiefs to see how they implement affirmative action.

Councilmen Serna and Kastanis supported the recommendation of the hearings. Councilman Kastanis suggested that we continue the discussion of the establishment of an Advisory Committee, Recruiter position, hearing schedule, the City Manager's exempt report and the bridging report until the next meeting.

Mr. Allan Clayton addressed the Committee on Affirmative Action Statistics.

Ms. Gail Mabbutt, President, Civil Service Board, addressed the Board regarding the formulating of an advisory committee. She cautioned the Board regarding the issue of staff time involved to serve on the Committee. She noted that there is not enough staff to do recruitments let alone staff an Advisory Board.

Chairman Grantland adjourned the meeting at 6:00 p.m.