



# Agenda

## ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY

March 28, 2014  
9:30 a.m. – 11:30 a.m.  
651 Pine Street, 1<sup>st</sup> Floor, Room 105  
Martinez, California 94553

Philip Arnold, Chair  
Mark Pighin, Vice Chair

### Agenda Items:

Items may be taken out of order based on the business of the day  
and preference of the Committee

1. Introductions	9:30 a.m.
2. Review, discuss and approve the February 28, 2014 Minutes	9:35 a.m.
3. Discussion- Restructuring of ACEEO and 2014 Goals	9:45 a.m.
4. Hiring Outreach and Oversight Committee Updates	10:15 a.m.
5. Discussion- EEO Complaints	10:45 a.m.
6. Discussion Items for April 25, 2014 meeting	11:10 a.m.
7. Round Table/Public Comment	11:20 a.m.
8. Adjourn	11:30 a.m.

Public comment may be given on each agenda item before the Advisory Council acts on the item. Comments on items not on the agenda but within the jurisdiction of the Advisory Council may be given at the end of the meeting.

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**ADVISORY COUNCIL ON EQUAL EMPLOYMENT OPPORTUNITY**  
**Phil Arnold, Chair**  
**Mark Pighin, Vice Chair**

Meeting Minutes

February 28, 2014  
651 Pine Street- Room 101  
Martinez, CA 94553

1. Introductions/Call to Order- 10:00 a.m.

The meeting was called to order by Chair Arnold. Chair Jones, Vice-Chair Mark Pighin, Keith Cormier, Bill Truesdell, Gayle Walls- Burns, Nathan Johnson, Gerald Williams, Elizabeth Williams, and Phillip Arnold were present.

2. Approval of Record of Actions

The November 22, 2013 minutes were approved.

3. Public Comment on Items Not on the Agenda

None

4. Discussion Items

- Susan Skamsner, Risk Management ADA Coordinator, spoke about the challenges that the County faces in providing reasonable accommodations to qualified employees.
- Brief discussion of the Human Resources restructuring. Task Force will be assembled to help mold and create new identity for HR. Changes will be made to Labor Relations and the reporting structure.
- Deborah Preston, Assistant HR Director, resigned from her position on 02/28/2014. No news on a replacement.

5. Meeting adjourned at 11:32 a.m.