

CITIZENS' EQUAL OPPORTUNITY COMMISSION

MINUTES

Wednesday, July 7, 2004
6:00 p.m.

City Administration Building
Council Committee Room
202 C Street
12th Floor
San Diego, CA 92101

ATTENDANCE: Debbie Day, Rebecca Llewellyn, Audie de Castro, Mike McManus, Dan Salas (Chair), Brad Barnum, Julia Legaspi, Eileen Chaske

CITY STAFF: Stacey Stevenson, EOC; Connie Chai-Scholl, EOC; Michelle London, EOC; Susan Cola, City Attorney; and Cristy Lorente, City Attorney

GUEST SPEAKERS: Jeff Bowman, Fire Chief, City of San Diego Fire Department; Glenn Encarnacion, Deputy Personnel Director, City of San Diego Personnel Department

Item 1: **CALL TO ORDER:** The meeting was called to order at 6:10 p.m. by Chairperson Dan Salas.

Item 2: **APPROVAL OF THE AGENDA AND MINUTES:** The agenda and minutes were unanimously approved.

Item 3: **PUBLIC COMMENT:** There were no public comments.

Item 4: **DISCUSSION - City Manager's perspective on the Mission of the Citizens' Equal Opportunity Commission:** City Manager Lamont Ewell was unable to attend.

This item was tabled to a date to be determined.

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Item 5: DISCUSSION - Promotional and hiring processes of the Fire Department: A PowerPoint presentation was given by Fire Chief Jeff Bowman. Assisting Chief Bowman was Ms. Pat Nunez, Human Resources Manager and Assistant to Fire Chief. The presentation consisted of an overview of the Fire Department's promotional opportunities, experiences, and issues related to recruitment and outreach.

A new promotional recruitment system has been put into effect and candidates' feedback on this new process have been very positive:

- Areas of exam testing are clearly identified in advance.
- Outside trainers are brought in to assist Candidates in preparation for the exams.
- Job announcements are displayed on the website and all other avenues throughout the Fire Department.
- Candidates are taken through training opportunities so they can expect and understand the type of tests they will receive.
- Examples of tests given are: written exams (reference materials given in advance), situational exams (accessing emergency situations and prioritizing the steps to be taken), public speaking, etc.

Item 6: ACTION - Proposed Equal Benefits Ordinance for the City of San Diego: Testimony was heard from:

1. Dr. Linda Barufaldi, Lesbian, Gay, Bisexual, Transgender Center (*Handouts: (1) Gay Financial Network [www.gfn.com] "City's Domestic-Partner Benefits Laws Cost Businesses Little"; and (2) Assembly Bill 17*)
2. Joyce Marieb, Greater San Diego Business Association
3. Lavidia Fulton
4. Jennifer Flynn, Lesbian, Gay, Bisexual, Transgender Center
5. Peter Spencer, Lesbian, Gay, Bisexual, Transgender Center

Commissioner De Castro made a motion for CEOC to support the concept of a proposed Equal Benefits Ordinance and move forward with presenting this support to the Mayor and City Council via letter.

Seconded by Commissioner Llewellyn and unanimously approved by Commission.

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- Item 7: PRESENTATION - Biannual employment report: Presented by Glenn Encarnacion, Deputy Personnel Director. (*Handouts: (1) Memo to Civil Service Commission from Rich Snapper, Personnel Director, dated May 14, 2004 re: Semi-Annual Equal Opportunity Report; and (2) Brochure "Equal Employment Opportunity"*)
- Item 8: PRESENTATION - Report from Equal Employment Investigative Office (EEIO): Presentation given by Harold Barclay, Equal Employment Investigations Manager.
- Item 9: ACTION - Revisiting the role and need for Special Session Workshops: Several examples were given for the Role of the Special Sessions:
- Meeting is good for brainstorming
 - More topics/issues brought to focus
 - Good to have the informal time to look at where CEOC should focus and head
 - Maybe not hold meetings every month
 - Issues too complicated and important to not have Special Session
- Item 10: ACTION - Continuation of "Diversity in Employment at the San Diego Police Department (SDPD)": The San Diego Police Department case was settled and went before the Civil Service Commission. The Police Officers who made the initial presentation in February 2004 will give an update at the CEOC meeting on August 4.
- Item 11: CHAIR'S REPORT:
- Commissioners Salas and McManus met with City Manager Ewell and briefed on the City Manager's presentation to CEOC and what CEOC could do for the City.
 - CEOC's Quarterly Report Development:
 - Purpose of Report: Provide a "report card" from citizens' view on how the City is doing.
 - Format of Report: To be developed.
 - Routing of Report:
 - Rules Committee to approve, then goes to Council.
 - CEOC would like to "present" report at Council.
 - **NOTE: Agendas to be posted on City's website.**
- Item 12: ADJOURNMENT: The meeting was adjourned at 9:15 p.m.