

**MINUTES  
PERSONNEL & PUBLIC EMPLOYEES COMMITTEE  
JULY 3, 1985**

The meeting of the Personnel & Public Employees Committee was called to order by Chairman Grantland Johnson at 4:12 p.m.

**MEMBERS PRESENT:** Joe Serna  
Grantland Johnson

**MEMBERS ABSENT:** Tom Chinn  
Terry Kastanis

**AFFIRMATIVE ACTION PROGRAM REVIEW - PLANNING & DEVELOPMENT AND  
LIBRARY DEPARTMENTS**

Gary Little, Affirmative Action Officer, presented an overview of this item.

Mac Mailes, Director of Planning and Community Development, Bob Wall, Assistant Director and Marty VanDuyn, Planning Director answered questions of the Committee regarding the number of minorities and women employed within the Department and the methods used to focus on minority hiring.

Alan Clayton, MAPPA, addressed the Committee on this item.

Janet Larson, Deputy Library Director, addressed the Committee on the Library Department's minority statistics. Ms. Larson explained the procedures the Library Department is currently using to encourage minorities and males to apply for positions within the Department.

Ms. Mary Lozano, MAPPA, addressed the Committee on this item.

**PROPOSAL TO CREATE AN AFFIRMATIVE ACTION ADVISORY COMMITTEE**

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

The Committee informed staff:

1. They would recommend that the full Council adopt their recommendation to establish an Affirmative Action Advisory Committee.
2. The Advisory Committee would advise staff and the P. & P.E. Committee on recruitment and policy changes.
3. The Committee would be appointed by the Mayor with recommendations from the Council.
4. Staff will prepare a report back to Committee regarding composition of the Advisory Committee. Report should reflect that the Committee will be comprised of no less than five (5) members and no more than nine (9) members.

Richard Lucero, President of SPOA, addressed the Committee on this issue. He requested that Union representatives be considered as Committee members

Ms. Mary Lozano also spoke on this item.

REPORT BACK RE: SACRAMENTO COUNTY'S MINORITY RECRUITER

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

Chairman Johnson informed the Committee that he was not interested in this position.

There was no further business, Chairman Johnson declared the meeting adjourned at 5:50 p.m.