



**Equal Employment
Opportunity Committee
Regular Meeting Agenda
1:30 PM – 3:30 PM
Thursday – February 11, 2016
City Council Chambers - 809 Center Street**

Call to Order

Roll Call

Statements of Disqualification

Oral Communications – No action may be taken

Announcements - No action may be taken

Approval of Minutes

1. Minutes of the November 12, 2015 Regular meeting
 - Motion to approve as submitted
 - Those *present* at the meeting of November 12, 2015 may vote to approve the Minutes, including changes: Amy Chirman, Katherine Donovan, Rachel Kaufman, Heather Sawyer, Valerie Simmons, Adam Spickler, Arturo Villaseñor, and Filipina Warren.
 - Those *not present* at the meeting of November 12, 2015 may also vote to approve the Minutes, but only to the extent they are verifying their absence is properly recorded: Jim Frawley.

General Business

1. Approve Final Draft of the 2015 EEO Committee Annual Report (including 2016 Objectives)
 - Staff McMullen
 - Ad Hoc Sub-Committee: Kaufman/Frawley (Overview), Spickler/Warren (Outreach), Donovan (Respectful Workplace), Simmons (Complaint Analysis & Workforce Demographics)

The City of Santa Cruz does not discriminate against persons with disabilities.
Out of consideration for people with chemical sensitivities, we ask that you attend fragrance free.
Upon request, the agenda can be provided in a format to accommodate special needs.
Additionally, if you wish to attend this public meeting and will require assistance such as an
interpreter for American Sign Language, Spanish, or other special equipment,
please call the City Clerk's Department at 420-5030 at least five days in advance
so that we can arrange for such special assistance, or email CityClerk@cityofsantacruz.com.
The Cal-Relay system number is: 1-800-735-2922

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Information Items – No action may be taken

1. Legal Update
 - Staff liaison Joe McMullen
 - *A legal update was not prepared for this meeting*
2. Summary of Discrimination Complaints and Outcomes
 - Staff liaison Joe McMullen
 - 2016 Complaint Log
3. Training Update
 - HR Training & Development Manager Janice Lum

Subcommittee/Advisory Body Oral Reports

1. Pay Equity Ad Hoc Subcommittee Update
 - Chirman, Simmons, Spickler, and Warren
2. Update on Status of the Proposed Respectful Workplace Policy (new Administrative Procedure Order) and related changes to APO II-1a, Council Policy 25.2, Personnel Rule 1.2a, and Municipal Code Chapter 9.83/New Ordinance updating Ordinance 92-11.
 - Standing Respectful Workplace Policy Sub-Committee: Donovan, Sawyer, Spickler, and Warren

Items Initiated by Members for Future Agendas

Adjournment

The Equal Employment Opportunity Committee will adjourn from the regular meeting of Thursday February 12, 2016 to the next regularly scheduled meeting on Thursday May 12, 2016 at 1:30 p.m. in Council Chambers.

Additional Information

Visit the City's Web Site at <http://www.cityofsantacruz.com/> for information about City Advisory Body Meeting Agendas and Minutes, Advisory Body information and the Santa Cruz Municipal Code. Sign up to receive automatic notification when meetings are announced and Agendas are posted.