

AFFIRMATIVE ACTION COMMITTEE MINUTES
December 13, 2010

Present: Nancy Barker, Linda Mingus, Pat Brennand (for Dave Albrecht), Bill Roh

Excused: **David Albrecht**

Also present: Ron Montgomery

Meeting called to order at 2:00 by Nancy Barker

Approval of the minutes of the January 27, 2010 meeting

Approved by Pat Brennand **Seconded by** Linda Mingus

Carried 4-0

ELECTION OF OFFICERS

Pat Brennand nominated Nancy Barker to be the Chairman

Seconded by Bill Roh

Motion by Pat Brennand to close nominations and vote

Seconded by Linda Mingus

Carried 4-0

(Linda Mingus was nominated and elected to be Vice Chair. The record of that action is below.)

COMMENTS FROM THE PUBLIC

None

REVIEW OF COUNTY WORKFORCE DATA

Ron Montgomery passed out two hand-outs. One was titled "What's New" and the other was local unemployment data. Ron said Winnebago County's unemployment numbers were better than our neighbors and we are tied now with Outagamie County. He said the document was for information only. There was discussion about how the changing employment situation is being handled in other jurisdictions, especially in other countries. Ron said that in some European countries, employees – especially those who work for the government – people are taking a reduction in pay to avoid layoffs. This could be the wave in the states also. Ron said employees are being expected to do more, given fewer people in the workforce, as the amount of work has remained steady or even increased. In addition, employees are retiring and employers have to decide whether to fill those positions. Some existing employees are reporting burnout.

Linda Mingus said the plan is dated 2010-2011 but the data is from 2009, is that correct? Ron said it was. Linda said it would be a good idea to meet in early 2012 (April) and then we'd have the 2011 data.

REVIEW OF AFFIRMATIVE ACTION PLAN

Ron went over the summary of the affirmative action plan. Current census data reveal that minorities represent 7.74% of the population (12,599 people), and 5.5% of the labor force (5,410 people). This is the same as last year.

From 2010-2011 Wisconsin Department of Workforce Development projections we find that 60.5% of Winnebago County's population is in the labor force.

Women are 50.4% of the total population and represent 53.4% of the comparable-job labor force. In light of this, we are proud that women represent 63.13% of the County government's full-time workforce. Women are represented in all occupational categories except Skilled/Craft, a decline from one six years ago. A substantial number of the County's female employees are well-paid professionals or managers.

The 17 members of minority groups comprised 2.05% of the County's workforce, contracted with their 3.27% participation the countywide workforce. Few minorities live in Winnebago County, which is 92.3% white.

Women comprised 46.9% of the County's officials or administrators and 74.15% of professional employees. Their participation in these sectors of the countywide workforce was 37.7% and 55.89% respectively.

Women represent 26.96% of the County's protective-service (Police, Corrections) employees. Although the state has not provided current countywide data from this area, it had been roughly 25% in the recent past.

GOALS OF COMMITTEE

Ron stated that the goals have not changed.

“Winnebago County will continue to train employees to treat one another and the public respectfully and equally. Harassment and discrimination training also will be included as part of new-employee orientation sessions.

“We will continue to assess job descriptions to ensure that the qualifications and duties listed on them accurately reflect the work employees are expected to perform. Our plan is to ensure that compensation fairly matches the responsibilities of each job.

“The plan will be made available upon request to a variety of sources, including community organizations, educational institutions, employment-services offices, news media and public libraries.

“We continue to ensure that complaint procedures for employees, job seekers and clients are user-friendly, appropriate and fair.”

Linda asked why non-white applicants are not getting jobs? Ron noted that, as shown in the data, Winnebago County is approximately 95 percent white. In addition, many non-whites are students or otherwise affiliated with the University of Wisconsin-Oshkosh. In addition, many new arrivals don't yet have skills or education that prepare them for the majority of County jobs that come open. Linda asked if some applications were counted twice and Ron said it is possible but unlikely, as applications are kept for six months. But should a person apply for a different job within six months, he or she may appear twice in the data.

Linda Mingus asked about a correction on page 29. The dates should be 2010-2011.

Motion to send the plan to the Personnel and Finance Committee as presented (with the correction) by Linda Mingus

Seconded by Pat Brennand

Carried 4-0

Pat Brennand nominated Linda Mingus to be the Vice Chairman

Seconded by Bill Roh

Carried 4-0

Motion to adjourn by Pat Brennand @ 2:35

Seconded by Linda Mingus

Carried 4-0