



**SANTA CRUZ METROPOLITAN TRANSIT DISTRICT (METRO)
PERSONNEL/HR STANDING COMMITTEE MEETING MINUTES*
February 11, 2022 – 1:00 PM
MEETING HELD VIA TELECONFERENCE**

A regular meeting of the Personnel/HR Standing Committee of the Santa Cruz Metropolitan Transit District (METRO) was convened on Friday, February 11, 2022, via teleconference.

The Committee Meeting Agenda Packet can be found online at www.SCMTD.com. *Minutes are “summary” minutes, not verbatim minutes. Audio recordings of Board meeting open sessions are available to the public upon request.

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1 CALLED TO ORDER by Director Dutra at 1:00 PM.

2 ROLL CALL: The following Directors were **present** via teleconference, representing a quorum:

Director Jimmy Dutra

Director Donna Lind, 2021 Board Chair

Director Bruce McPherson, 2021 Board Vice Chair

Director Kristen Petersen

Director Mike Rotkin, Immediate Past Board Chair

City of Watsonville

City of Scotts Valley

County of Santa Cruz.

City of Capitola

County of Santa Cruz

Dawn Crummié

Julie Sherman

METRO Interim CEO/General Manager

METRO General Counsel

3 ADDITIONS OR DELETIONS FROM AGENDA/ADDITIONAL DOCUMENTATION TO SUPPORT EXISTING AGENDA ITEMS

Having none, Director Dutra moved to the next agenda item.

4 ORAL AND WRITTEN COMMUNICATIONS TO THE PERSONNEL/HR STANDING COMMITTEE

Hearing none, Director Dutra moved to the next agenda item.

5 REVIEW AND RECOMMEND TO THE FULL BOARD, REQUEST FOR CONSIDERATION OF RESOLUTION TO ADOPT SANTA CRUZ METROPOLITAN TRANSIT DISTRICT’S EQUAL EMPLOYMENT OPPORTUNITY PROGRAM, EFFECTIVE JANUARY 1, 2022 THROUGH DECEMBER 31, 2025

Dawn Crummié, Interim CEO/General Manager and HR Director, introduced Monik Delfin, HR Deputy Director, to speak to this item. Ms. Delfin gave a brief summary of the report and said the updated plan is to be submitted to the Federal Transit Administration (FTA) every four years. One of METRO’s goals with this program is to continue growing a work force that is diverse.

Director Rotkin commended the staff for the work that they have done in compiling this report and added that METRO has done a very good job of recruiting and promoting employees. Discussion ensued on external dissemination—outreach and advertising to external entities—and how to enhance current practices to achieve more diversity.

James Sandoval, SMART Local 0023 Chairperson, suggested involving the unions in a collective effort with staff to help recruit people. Ms. Crummié commented that she is looking at incentives for referrals from current employees and will reach out to Mr. Sandoval to collaborate.

No public comment.

MOTION: REQUEST THE FULL BOARD TO VIEW AND CONSIDER A RESOLUTION TO ADOPT THE EQUAL EMPLOYMENT OPPORTUNITY PROGRAM AS PRESENTED

MOTION: DIRECTOR ROTKIN

SECOND: DIRECTOR PETERSEN

MOTION PASSED WITH 3 AYES (Directors Dutra, Petersen and Rotkin). Directors Lind and McPherson were absent.

5 ADJOURNMENT

Director Dutra adjourned the meeting at 1:13 PM.

Respectfully submitted,

Donna Bauer
Executive Assistant