

Memorandum

Date: October 11, 2021

To: California Highway Patrol Advisory Committee for Persons with Disabilities

From: **DEPARTMENT OF CALIFORNIA HIGHWAY PATROL**
Office of Equal Employment Opportunity

File No.: 034.18402.A11730.Acpd_Third Quarter 2021

Subject: **ADVISORY COMMITTEE FOR PERSONS WITH DISABILITIES 2021
THIRD QUARTER MEETING MINUTES**

The Advisory Committee for Persons with Disabilities (ACPD) Third Quarter 2021 meeting was held on August 13, 2021, via teleconference.

MEMBERS PRESENT:

Resa Rombouts, Chairperson, Officer, Baldwin Park Area
Sean Coyle, Assistant Chief, Southern Division
Brian Thomas, Officer, Baldwin Park Area
Jonathan Boyd, Officer, Alta Dena Area
Gerardo Serrato, Lieutenant, Redwood City Area
Tuan "Michael" Dang, Office Technician, Southern Division Special Services Unit
Eme Iturralde, Public Safety Dispatcher, Orange County Communications Center

MEMBERS ABSENT:

Sharon Palacios, Vice-Chairperson, Office Services Supervisor, II, South Los Angeles Area
Joni Miller, Public Safety Dispatch Supervisor I, Los Angeles Communications Center
David Tate, Lieutenant, San Jose Area
Phillip Mackintosh, Officer, Northern Division

INVITED GUESTS:

Sara Fox, Liaison, Associate Governmental Program Analyst, Office of Equal Employment Opportunity
Judy Pernell, Chairperson, California Infrastructure and Economic Development iBank



INVITED GUESTS NOT PRESENT:

James Tehan, California Infrastructure and Economic Development iBank
Annie Palmero, Mental Health Services Oversight and Accountability Commission
Kimberly Watkins, Mental Health Services Oversight and Accountability Commission

OPENING REMARKS:

Officer Resa Rombouts opened teleconference via phone and welcomed everyone to the meeting.

AGENDA ITEMS:

1. Old Business:

- a. Officer Rombouts forwarded the latest State Disabilities Awareness Committee (SDAC) meeting minutes with YouTube links to each presentation. The SDAC meeting occurred on July 15, 2021.
 - i. The first presenter was Ms. Fiona Ma from the California State Treasurer Department
 1. Ms. Ma discussed the CalABLE savings program. Individuals with a disability that occurred before age 26 are eligible to open a CalABLE account. The CalABLE program allows up to \$100,000 be placed in a savings plan without penalty and/or impacting Social Security Insurance/Social Security Assistance and is also known as the Steven Beck Jr. Act.
 2. Ms. Ma is assigned to oversee multiple grants and committees. She requested support with House Bill 1219, ABLE Age Adjustment Act, to increase age limits from 26 to 46, the age threshold for tax-favored ABLE accounts, for Senate Bill 331, Settlement and nondisparaging agreements.
 - ii. The second presenter was Andrew Imparato from Disability Rights California
 1. Mr. Imparato explained a change in the federal requirements with the hiring of persons with disabilities.
 2. Mr. Imparato expressed the need for target recruitment of persons with disabilities through a noncompetitive process with access to certifications, testing, and hiring.
 - iii. The third presentation was a video from Covered California. It was a short welfare and morale video which addressed the different ways personnel from Covered California dealt with the stress from the last year.

- iv. The fourth presenter was Jerry Gibbons from Limited Exam and Appointment Program (LEAP). Mr. Gibbons covered the information for LEAP and the testing process.
- v. The last presenter was Vernon Steiner, President/CEO of the State Compensation Insurance Fund (SCIF).
 1. Mr. Steiner discussed the change in culture at the SCIF to create an inclusive hiring practice. Mr. Steiner explained inclusiveness is not limited to disability but forms of diversity. Mr. Steiner repeated two key points: “Culture eats Strategy for lunch” and “Culture is the strategy.” Mr. Steiner explained the importance of addressing the necessary change in the culture of a workforce in order to implement the desired changes. He credited his team with all the positive changes at the SCIF.
 2. Mr. Steiner created a culture of “listening to the workforce.” He wanted to focus on mental health and its effect on physical health. The SCIF implemented a plan to allow their employees to work from home two days a week prior to the coronavirus pandemic. During the coronavirus pandemic, SCIF was able to streamline the process and increase the viability of allowing employees to work remotely.
 3. Mr. Steiner credits an annual survey for SCIF’s ability to understand and implement change. Mr. Steiner also explained there is a California Department of Human Resources survey that allows an employee to change their disability status.

2. New Business:

- a. The ACPD Bylaws are in the review process. The Office of Equal Employment Opportunity (OEEO) addressed corrections requested by the Office of Legal Affairs. The Bylaws are currently under review within the Office of the Commissioner.
- b. The Vision Statement is in the review process. Once approved, the ACPD will request to meet with the Office of the Commissioner.
- c. The National Disabled Employees Awareness Month job and resource fair is still a possibility for October. The ACPD was not able to move forward with having the August fair. Officer Rombouts and Officer Paul Moos, from State Capitol Permits, have been communicating and he is aware of the situation.
- d. The three concept images for the ACPD logo were submitted. The ACPD, OEEO, and Community Outreach and Media Relations are working on the completion of the logo. The motto is still being developed. Officer Rombouts requested the committee submit their votes for the motto. The completion of the ACPD newsletter and brochure are awaiting the approved logo and motto.

- e. The ACPD was unable to renew the Association of California State Employees with Disabilities membership. The ACSED is moving away from state department payments and working directly with employee members.
 - f. The ACPD received approval to participate in the AbilityFirst Stroll and Roll at the Los Angeles State Historic Park on Saturday November 6, 2021.
- 3. Roundtable:**
- a. Assistant Chief Sean Coyle noted that due to the coronavirus pandemic, many events will be postponed or cancelled.
 - b. There were no further comments from committee members.

The next teleconference is scheduled for Friday, October 8, 2021, at 1100 hours. Please submit agenda items to Officer Rombouts and Ms. Palacios via e-mail.



RESA ROMBOUITS, Officer
Advisory Committee for Persons with Disabilities, Chairperson

cc: Office of Equal Employment Opportunity