

**CITY OF RICHMOND, CA**  
**HUMAN RESOURCES MANAGEMENT DEPARTMENT**

**PERSONNEL BOARD  
REGULAR MEETING**

**CITY COUNCIL CHAMBERS  
440 CIVIC CENTER PLAZA  
RICHMOND, CA 94804**

**JULY 24, 2014  
MINUTES**

The regular meeting was called to order by Chair Merriweather at 5:00 p.m. on July 24, 2014.

Present: Elaine Merriweather, Chair  
David Brown, Vice Chair  
Yvonne Nair, Board Member  
McKinley Williams, Board Member  
Vicki Winston, Board Member  
Personnel Board Liaison Mayor McLaughlin

**1. CONFLICT OF INTEREST**

- None

**2. APPROVAL OF MINUTES:**

**a. Regular Meeting of June 26, 2014**

**SPEAKERS:**

**Action:**

- A correction to the minutes needed: time and date were from previous minutes (May 22) but all other information was from June 26.

Vice Chair D. Brown made a motion to approve the minutes of June 26, 2014 to include correction; Board Member V. Winston seconded the motion, Minutes were approved by the following vote: AYES: E. Merriweather, D. Brown, W. McKinley, Y. Nair, V. Winston. NOES: None.

**3. PUBLIC COMMENT**

**SPEAKERS:**

Cordell Hindler: stated that more staffing at the library is needed in order to provide more hours to the community. Also needed is more funding and participation from the community and Personnel Board.

Donna Rayon: expressed her disappointment in the Personnel Board's decision to not hear her case. Detailed information was emailed to the board by Ms. Rayon in response

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to the email from Lisa Stephenson and it appears that the board did not spend any time reviewing the information provided.

Lalo Herrera: shared the fact that he was the only person on the layoff list for the entire City of Richmond.

Stan Fleury: stated that he found resolution 67.05 adopted in 2005 by City Council authorizing the Risk Manager to contract for claims audits on retained losses every two years. Mr. Fleury explained the resolution is so that HR Risk Management division could be audited for said practices are within compliance. The Personnel Board should request to see the audits as per the requirements of the resolution.

Stan Fleury proceeded to pass out to the Personnel Board Members copies of Resolution 67.05

James Walker: expressed his appreciation to the Personnel Board for their time. The Personnel Board plays an important role for employees last resort for hear issues and problems.

Roseanne Ryken: stated that the expensive cost of outside lawyers on taxpayers is unnecessary when Lisa Stephenson or Bruce Soublet can handle employee issues. What are the criteria to hiring an outside attorney?

Chair E. Merriweather approved extended time for Roseanne Ryken's public comment.

Roseanne Ryken continues to state that for the average employee, the chance of a decision in favor of the employee who must argue their own case against a City of Richmond contracted attorney is not favorable.

#### **4. NEW BUSINESS:**

##### **SPEAKERS:**

- None

##### **a. Discuss calendaring upcoming grievance hearing(s)**

- Discussion ensued on possible dates for hearings:
  - Wednesday, August 27<sup>th</sup> for both grievances.
  - Thursday, August 28<sup>th</sup> the Personnel Board will recess and a regular meeting will not be held.
  - Schedules for future grievances can be briefly discussed at the August 27<sup>th</sup> meeting.

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**5. UNFINISHED BUSINESS:**

**SPEAKER:**

- None

**6. REVIEW OF SUBPOENA(S)**

**SPEAKER:**

Stan Fleury: Presented offers of proof for second grievance to be held in August

**a. Vote to authorize the issuance of subpoenas for upcoming scheduled grievance hearing**

Vice Chair D. Brown motioned to issue subpoenas for eight of the ten subpoenas requested for L. Herrera's grievance hearing; Member V. Winston seconded the motion, Subpoenas were approved for issuance of eight subpoenas by the following vote: AYES: E. Merriweather, D. Brown, W. McKinley, Y. Nair, V. Winston. NOES: None.

Vice Chair Brown motioned to issue subpoenas for five of the five subpoenas requested for G. Manandhar's grievance hearing; Member Y. Nair seconded the motion, Subpoenas were approved for issuance of five subpoenas by the following vote: AYES: E. Merriweather, D. Brown, W. McKinley, Y. Nair, V. Winston. NOES: None.

- Discussion: There was a discussion on the scheduling of the second hearing to a different date than previously agreed upon during this meeting due to the amount of time each grievance will entail

Vice Chair D. Brown motioned to move the G. Manandhar's hearing to October 23rd after the regular meeting, Member V. Winston seconded the motion, Change of hearing date approved by the following vote: AYES: E. Merriweather, D. Brown, W. McKinley, Y. Nair, V. Winston. NOES: None.

**7. CONSIDERATION OF PROBLEMS AND REPORTS:**

**SPEAKER:**

- None

**8. ADJOURNMENT:**

Regular meeting adjourned at 5:53 p.m.