

**Berkeley Unified School District**

Berkeley, CA 94710

Personnel Commission

Ann Aoyagi, Chairperson

Timothy Carter, Vice-Chairperson

Dan F. Lee, Commissioner

Randy Perez, Secretary

Special Meeting Agenda

October 24, 2013 1:00pm

1. Call to Order

Chairperson Aoyagi

2. Roll Call & Establishment of Quorum

Secretary Perez

3. Public Comments (15 minute limit)

Public

This is an opportunity for the public to comment on Personnel Commission business not on the agenda.

The time limit is five minutes per individual and a total of fifteen minutes per subject. No action can be

**Berkeley Unified School District  
Personnel Commission**

**TO:** Personnel Commission  
**FROM:** Randy Perez, Director, Classified Personnel  
**DATE:** October 22, 2013

**Background:**

The Human Resources Department began recruitment for the Vehicle and Equipment Mechanic position

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**TO:** Personnel Commission  
**FROM:** Randy Perez, Director, Classified Personnel  
**DATE:** October 22, 2013  
**SUBJECT:** Approve Recruitment of Interpreter for the Deaf at an Advanced Salary Step

**Background:**

The Personnel Commission Office has conducted an open on ongoing recruitment for Interpreter for the Deaf classification since early 2012. We have used our customary recruitment site, Edjoin.org, as well as various external sites such as Craigslist and employment boards at neighboring community colleges. To date, we have not had any success in acquiring an adequate pool of candidates to test. Our Personnel Coordinator, Anthony Langford, surveyed independent contractors on the external market performing Interpreter for Deaf services and found that there was a significant difference in rate of pay between those performing these types of duties as independent contractors and the rate of pay we offer. We adjusted our recruitment approach to highlight our fringe benefits in which those serving as

independent contractors would not normally have available as part of their compensation but this

approach only netted a few qualified candidates and ultimately did not provide us with new hires in this class. We would like to request permission of the Personnel Commission to recruit at step 5 of the