

Personnel Commission Meeting Minutes

January 9, 2014 4:30 PM

1. Call to Order

The meeting was called to order at 4:30 pm.

2. Roll Call & Establishment of Quorum

Chairperson Aoyagi, Vice Chairperson Carter and Commissioner Lee were present and a quorum was established.

3. Public Comments (15 minute limit)

No comments were made.

4. Approval & Adoption of Agenda

Approved, 30

Chairperson Aoyagi Aye

Vice Chairperson Carter Aye

Commissioner Lee Aye

5. Selection of Personnel Commission Chairperson and Vice Chairperson

Chairperson Aoyagi nominated Timothy Carter as Chairperson.

Approved, 30

Chairperson Aoyagi Aye

Vice Chairperson Carter Aye

Commissioner Lee Aye

Chairperson Carter nominated Ann Aoyagi as Vice Chairperson.

Approved, 30

Chairperson Carter Aye

Vice Chairperson Aoyagi Aye

Commissioner Lee Aye

6. Approval of Minutes

a) Approve Meeting Minutes for the following dates:

i. December 17, 2013

ii. December 19, 2013

The December 5, 2013 meeting minutes will be included with the February agenda.

Approved, 30

Chairperson Carter Aye

Vice Chairperson Aoyagi Aye

Commissioner Lee

b) Commissioners Reports

ViceChairperson Aoyagi commented that each commissioner's name and disposition could be recorded during commission voting.

c) Personnel Director

I. Classification and Compensation Study

Secretary Perez commented that Ewing has begun the compensation study and met with cabinet on Tuesday, January 7, 2014 to outline the different options for implementing the study. Secretary Perez commented that once the compensation study has been completed employees may be found to be: under-market, for employees who are being paid under market value, market, for employees being paid at a comparable rate to the current market, or over-market for employees who are being paid above the comparable market rate. Secretary Perez stated that with employees found to be at over market salaries, the district can either a) ignore the salary recommendation and continue to pay the higher rate or, b) grandfather the employees at the higher salary with their salary frozen until the market rate is comparable, all future hires would be paid at the market salary, or c) negotiate to bring the employees' salary down to market value.

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