MIAMIBEACH

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PERSONNEL BOARD
DISCUSSION OF November 16, 2007

Attending:

	David Alschuler	Vice Chairperson
	Zalman Bacheikov	Associate Member
	Michael Perlmutter	Associate Member
	Alex DeGasperi	Associate Member
	Bunny Patchen	Associate Member
	Evette Phillips	Employee Member
	Paco Basantes	Employee Member
	Renato Sejas	Employee Member
	Ramiro Inguanzo	Secretary
	Steve Rothstein	City Attorney's Office
Absent:	Elsa Urquiza	Chairperson

ITEM 1-Approval of minutes

David Alschuler, Vice-chairperson convened the Personnel Board meeting at 9:06am.

Upon motion of Michael Perlmutter, Associate Member and with all in favor the minutes of the October 19, 2007 Personnel Board meeting were approved.

ITEM 2-Classified performance evaluations-the request from Personnel Board Members for Department Directors with more than 10% or with 10 or more past due performance evaluations to appear before the Board.

The Board recognized the great efforts that have been made with past due evaluations. However, they specifically mentioned the number of past due evaluations in the Parks and Recreation Department and Fire Department. Ramiro Inguanzo advised the Board that the Human Resources Department is working with all other City Departments in completing all past due evaluations.

ITEM 3- Request by Employee Member Paco Basantes for discussion of Personnel Rule I, Section 3, General Provisions and Rule VII, Section 9, Methods of filling vacancies.

David Alschuler, Vice-chairperson entertained a motion to add the language below to the Employee Guide. Upon motion of Zalman Bacheikov, Associate Member and with all in favor the language below found under Personnel Rule I, Section 3(a)1, Discrimination will be added to the Employee Guide upon its completion.

"Any person seeking admission to the Classified Service or any employee in the Classified Service, regardless of employment status, who has been discriminated against in violation of Personnel Rule I, Section 3 (a)1, Discrimination, shall have a right to report such violation to the Personnel Board within ten (10) days after such act of the discrimination occurred".

This item would be further discussed at a future Board meeting.

Paco Basantes, Employee Member also brought up the issue of who determines which job titles are classified as Unclassified or Classified. Ramiro Inguanzo advised that the determination was made by the Public Employees Relations Commission (PERC) a state agency.

ITEM 4-Confirmation of Ramiro Inguanzo as Director of Human Resources.
All Board members voted unanimously to confirm Ramiro Inguanzo's appointment as Human Resources Director .

ITEM 5- Appeal of performance evaluation (continued)-Edward Gonzalez, Fire Fighter II
Ed Gonzalez, Fire Fighter II thanked the Board for their time concerning his performance evaluation appeal and advised that his legal representative and he had reached a settlement agreement concerning this matter. Therefore, he will not continue to appeal his performance evaluation before the Board.

Upon motion of Zalman Bacheikov, Associate Member and seconded by Michael Perlmutter, Associate Member and with all in favor, the meeting was adjourned at 10:46 AM.

Ramiro Inguanzo

Ramiro Inguanzo, Secretary