



HUMAN RESOURCES BOARD

Meeting Minutes
Monday, December 07, 2009

Opening:

The regular meeting of the Human Resources Board was called to order at 4:03 p.m. on Monday, December 07, 2009 in the City Hall 5th Floor Large Conference room by Chairperson Erin House.

Present:

Arthur Butler
Bob Gordon
Ellie Bennett
Erin House
Jackalyn Rawlings
Norman Powell
Robin Treen (Arrived 4:07 p.m.)
Rosetta Runnels (Arrived 4:07 p.m.)
Rhonda Strout
Jeremy Hammond
Colene Torres

Excused Absence:

Woodie Rucker-Hughes

Unexcused Absence:

Guests:

Deanna Lorson – Development Director
Steven Espinoza – Employee Relations Officer

Public Comment Period: No comments made.

A. Approval of November 02, 2009 Minutes

Motion to approve: Bob Gordon
Second: Art Butler
Ayes: All
Abstention: Ellie Bennett

B. Agenda Items

1. Presentation from Development Director – Deanna Lorson, Development Director

- The HR Board received a comprehensive report from Development Director Deanna Lorson. Director Lorson provided the Board with a verbal overview of the EEO statistics regarding the Development Department.
- The HR Board requested that Director Lorson provide the Board with the age, educational level, cultural diversity and classification for all staff in the Development Department, the ethnicity of recent separations and placements and a further analysis of the department's sick leave usage.

2. HR Board Retreat – Erin House, Chairperson

- The HR Board agreed that the retreat would take place at Kountry Folks Restaurant at 5 p.m. on January 08, 2010.

3. Human Resources Director Updates – Rhonda Strout, Human Resources Director

Updates on Lay-offs within the City

- The HR Board received information regarding the number of lay-offs within the City of Riverside for the month of November.
- Human Resources Director Rhonda Strout noted that there have been seven (7) additional lay-offs since the previous report. Out of the seven (7) lay-offs five, (5) employees have been displaced, one (1) has exercised bumping rights and there is currently one (1) in progress.
- Vice Chair Ellie Bennett indicated that she would like a report with the age, department and classification of the individuals that have been laid off.

Employment Litigation Update

- Human Resources Director Rhonda Strout gave the Board a verbal update regarding the employment litigation cases filed against the City of Riverside, as previously requested by the Board. Human Resources Director Strout indicated that the cause of action for all cases were discrimination or wrongful termination:
 1. There have been six (6) cases in the Riverside Police Department of which four (4) are pending and two (2) have been settled
 2. Three (3) cases are pending in the Public Works Department
 3. One (1) case in Parks, Recreation and Community Services Department has been settled
 4. Development has had one (1) case which has also been settle

Labor and Employee Relations Statistics

- The HR Board received a comprehensive report and Employee Relations Officer Steven Espinoza provided the Board with a verbal overview of Employee Relations statistics. |

Next Meeting: January 04, 2010, City Hall 5th Floor Large Conference Room.

Adjournment: Meeting was adjourned at 4:57 p.m. by Chairperson House.

Minutes submitted by: Colene Torres _____