

City of Miami Beach, 1700 Convention Center Drive, Miami Beach, Florida 33139, www.miamibeachfl.gov

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 **Employee Member** Evette Phillips Paco Basantes Employee Member Renato Seias Employee Member

Ramiro Inguanzo Secretary

Steve Rothstein City Attorney's Office

Absent:

Elsa Urquiza

Chairperson

ITEM 1-Approval of minutes

light grown in this case is the control

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.

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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 fgyer, the meeting was adjourned at 10:46 AM.

Ramiro Inguanzo, Secretary