MIAMIBEACH

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PERSONNEL BOARD
MINTUES OF THE MEETING OF SEMPTEMBER 17, 2010

Attending:	Elsa Urquiza	Chairperson
	David Alschuler	Vice Chairperson
	Bunny Patchen	Associate Member
	Gabriel Paez	Associate Member
	George Castell	Employee Member
	Renato Sejas	Employee Member
	Ramiro Inguanzo	Secretary
	Kimberly McCoy	City Attorney's Office
Absent:	Rosalie Pincus	Associate Member
	Michael Perlmutter	Associate Member
	Evette Phillips	Employee Member

Elsa Urquiza, Chairperson, convened the Personnel Board meeting at 9:09 a.m.

ITEM 1– Introduction of new Employee Member
The newly elected employee member George Castell, Code Compliance Administrator, Code Compliance Division, was introduced by Ramiro Inguanzo, Secretary.

ITEM 2–Approval of Minutes
Upon motion by Bunny Patchen, Associate Member, and seconded by David Alschuler, Vice Chairperson, the minutes of the September 17, 2010 Personnel Board meeting were approved.

ITEM 3– Update on Union Contracts
Ramiro Inguanzo, Secretary, reported that the City has come to an agreement with for 4 out of the 5 collective bargaining unions (American Federation of State, County and Municipal Employees, Local 1554 (AFSCME), Government Supervisors Association of Florida/OPEIU, Local 100 (GSA), Fraternal Order of Police, William Nichols Lodge No. 8 (FOP) and International Association of Fire Fighters, Local 1510 (IAFF). The City Commission ratified the GSA contact in January 2010 and the other three (3) contracts were ratified by the City Commission in July 2010. Mr. Inguanzo also reported that the City has declared impasse with Communications Workers of America, Local 3178 (CWA), given that both parties have not been able to reach an agreement. The next step in the impasse process is for both the City and CWA to appear before a Special Master who will hear from both parties and render a non-binding recommendation to the City Commission.

ITEM 4– Update on Fiscal Year 2010/2011 Budget
Ramiro Inguanzo, Secretary, provided the Board with an update on the City's Fiscal Year 2010/2011 budget which was adopted on first reading by the City Commission at the September 15, 2010 City Commission meeting.

ITEM 5– Discussion regarding Citywide Personnel Board Awards
Upon motion by Gabriel Paez, Associate Member, and seconded by Renato Sejas, Employee Member, the Board voted to defer this item until the next Board meeting.

ITEM 6– 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 congratulated the City on the progress made with past due evaluations but also noted that there are still some departments that need to improve, particularly the Fire Department. Ramiro Inguanzo, Secretary stated that the Human Resources Department will specifically reach out to those areas regarding their past due evaluations and continue to work with all Department Directors to ensure that all performance evaluations are processed in a timely manner.

With all in favor, the meeting was adjourned at 10:02 a.m.

R. Inguanzo

Ramiro Inguanzo, Secretary