



MIAMIBEACH

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PERSONNEL BOARD

MINTUES OF THE MEETING OF OCTOBER 21, 2011

Attending: David Alschuler Chairperson
 Moj Khaghan Danial Associate Member
 Gabriel Paez Associate Member
 Rosalie Pincus Associate Member
 George Castell Employee Member
 Christopher Diaz Employee Member
 Evette Phillips Employee Member
 Ramiro J. Inguanzo Secretary

Absent: Michael Perlmutter Vice Chairperson

David Alschuler, Chairperson, convened the Personnel Board meeting at 9:03 a.m.

ITEM 1- Approval of Minutes

Upon motion by Gabriel Paez, Associate Member, and seconded by Moj Khaghan Danial, Associate Member, the minutes of the September 16, 2011 Personnel Board meeting were approved.

ITEM 2 - Update on the Budget Advisory Committee (BAC) Pension Discussions

Ramiro Inguanzo, Secretary, advised the Board that the next BAC meeting related to pension discussions would be on Tuesday, October 25, 2011 at 4:00 p.m. Gabriel Paez, Associate Member, confirmed that he would be in attendance at the next BAC meeting and would report back to the Personnel Board. The BAC's timeline to start making recommendations to the Commission in regards to pension reform is currently scheduled to take place in January or February of 2012.

ITEM 3 - 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

Ramiro Inguanzo, Secretary, informed the Board that we continue to work on these numbers with the Departments. Mr. Inguanzo explained to the Board that the numbers in the Capital Improvement Projects (CIP) department are high due to many changes in the organization and that the new CIP Director is working on addressing this issue. Mr. Inguanzo informed the Board that merits for employees covered under Government Supervisors Association of Florida, OPEIU, Local 100 (GSA), would begin receiving merit increases on the pay period beginning October 10, 2011, as negotiated. Employees covered under American Federation of State, County and Municipal Employees, Local No. 1554 (AFSCME) would begin receiving merit increases in April of 2012.

ITEM 4 - Discussion on process to amend the Personnel Rules

Ramiro Inguanzo, Secretary, informed the Board that given the interpretation the Board made in their September 16, 2011 meeting, regarding the term "separation" amendments to the Personnel Rules should be discussed. Gabriel Paez, Associate Member, had also voiced his desire to revisit and amend the existing rules. Rafael E. Granado, Assistant Human Resources Director, explained the process that is required to amend the Personnel Rules stated in the Miami Beach Related Special Acts. David Alschuler, Chairperson, stated that he would like to see any and all proposals in writing. Mr. Inguanzo advised the Board that our outside counsel is reviewing the Personnel Rules in order to identify sections where the term "separation" is used and any other sections that may require updates. Upon motion by Gabriel Paez, Associate Member, and seconded by Moj Khaghan Danial, Associate Member, the Personnel Board will bypass the November meeting and reconvene on December 16, 2011, in order to have additional time to prepare for discussions on amending the Personnel Rules.

ITEM 5 - Open Forum Discussion

Ramiro Inguanzo, Secretary, informed the Board that the Commission appoints members in their December meeting. The Board was also informed that discussions on the Special City Awards will also take place in the December 16, 2011 meeting.

Gabriel Paez, Associate Member, asked what involvement the Police Department will have in selecting their new Police Chief. Mr. Inguanzo explained the panel process that is ordinarily used in selecting department directors, which include internal and external stakeholders. Once a selection is made the City Manager's appointment needs to be confirmed by the City Commission.

With all in favor, the meeting was adjourned at 10:07 a.m.


12/15/11
Ramiro Inguanzo, Secretary