

MIAMIBEACH

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

PERSONNEL BOARD

DISCUSSION OF October 19, 2007

Attending:

Elsa Urquiza	Chairperson
David Alschuler	Vice Chairperson
Zalman Bacheikov	Associate Member
Michael Perlmutter	Associate Member
Alex DeGasperi	Associate Member
Paco Basantes	Employee Member
Renato Sejas	Employee Member
Kristin Tigner	Acting Secretary

Absent:

Bunny Patchen	Associate Member
Evette Phillips	Employee Member
Ramiro Inguanzo	Secretary
Steve Rothstein	City Attorney's Office

ITEM 1-Approval of minutes

Elsa Urquiza, Chairperson convened the Personnel Board meeting at 9:01 am.

Upon motion of Michael Perlmutter, Associate Member and seconded by Zalman Bacheikov, Associate Member and with all in favor the minutes of the September 21, 2007 Personnel Board meeting were approved.

ITEM 2- Follow-up item: Performance evaluation appeal by Henry Bryant, Fire Fighter I

Henry Bryant, Fire Fighter I advised the Board that he had not been able to inform the Board of his inability to attend his performance evaluation hearing of appeal as scheduled on September 21, 2007 due to being hospitalized for an illness. Upon motion of Alex DeGasperi, Associate Member and seconded by Michael Perlmutter, Associate Member and with all in favor, Bryant's appeal will be heard at the February 15, 2008 meeting.

ITEM 3- Approval of request for change of minimum requirements of the Code Compliance Officer I and Code Compliance Officer II classification.

The Board was advised by Kristin Tigner, Assistant Director of Human Resources that the Board does not have purview over revisions to Classified job descriptions that are part of a negotiation of a contract and that they will be placed on future Board agendas as informational items to the Board. All other non-negotiated Classified job descriptions will be placed on the Board's agenda for approval. Therefore, the changes to the Code Compliance Officer I and II classifications were finalized as agreed to by the Union and the Administration.

ITEM 4-Request for extension of Fire eligibility list for Fire Fighter I, November 6, 2007 through November 5, 2008

A motion was made by Alex DeGasperi, Associate Member and seconded by Zalman Bacheikov, Associate Member, to extend the eligibility list for Fire Fighter I for 3 months until February 5, 2008.

ITEM 5- Discussion of Special City Awards for the period covering October 1, 2006 through September 30, 2007

The Board requested to wait until the December 21, 2007 Personnel Board meeting to decide

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whether a sub-committee will be formed to review employee award nominations and make selections.

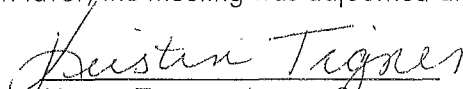
ITEM 6-Classified performance evaluations-the request from Personnel Board Members for Department Directors with more than 10% or with 10 or more past due performance evaluations to appear before the Board.

Eric Yuhr, Assistant Fire Chief advised the Board that the Fire Department is working diligently to complete all past due evaluations within the Fire Department. The Fire Department and Human Resources Department will be meeting to discuss alternate ways to improve the performance appraisal process within the Fire Department.

The Board expressed their concern over the past due evaluations in the Parks and Recreation Department. Kristin Tigner, Assistant Director of Human Resources advised the Board that the Human Resources Department will be working with the Parks and Recreation Department in completing all past due evaluations.

ITEM 7- Request for hearing of appeal for Performance Evaluation-William Watson, Police Officer
The Board was advised that Officer Watson was no longer able to appeal his performance evaluation as a result of several performance factors that were revised by the Police Department on Officer Watson's evaluation.

Upon motion of Alex DeGasperi, Associate Member and seconded by Zalman Bacheikov, Associate Member and with all in favor, the meeting was adjourned at 10:34 AM.


Kristin Tigner, Acting Secretary