



EAST PALO ALTO SANITARY DISTRICT

BOARD OF DIRECTORS

Joan Sykes-Miessi, President
Bethzabe Yañez, Vice President
Glenda Savage, Secretary
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Akin Okupe, M.B.A, P.E., General Manager

EAST PALO ALTO SANITARY DISTRICT SPECIAL HUMAN RESOURCES MANAGEMENT AND ORGANIZATION COMMITTEE AGENDA SEPTEMBER 6, 2018 9:30 A.M.

Notice is hereby given that the Human Resources and Organization Committee Meeting of the East Palo Alto Sanitary District will be held on **Thursday, September 6, 2018 9:30 a.m.** The meeting will take place at the East Palo Alto Sanitary District Office located at 901 Weeks Street, East Palo Alto, California.

1. **Call to Order**

2. **Roll Call**

Director Joan Sykes-Miessi
Director Glenda Savage

3. **Communications from the Public**

Members of the public are invited to address the Board regarding non-agenda items at the beginning of the meeting only. Persons wishing to speak on items listed on the agenda will be heard when called by the meeting chair.

4. **Agenda Amendments**

5. **Review/Approval** of June 19, 2018 Meeting Minutes

6. **CLOSED SESSION:** Public Employee Performance Evaluation Pursuant to Government Code 54957
Title: General Manager

Conference with Labor Negotiators Pursuant to Government Code 54957.6

Agency Designated Representative: President Sykes-Miessi
Unrepresented Employee: General Manager

7. **Oral & Written Communication** Brief reports may be presented by the Board Manager and Staff pertaining to items not listed on the Agenda; however, no discussion or action can be taken.

8. **Future Agenda**

September 13, 2018 at 5:30 p.m.

9. **Adjournment**

***PLEASE REMEMBER TO TURN OFF ALL CELL PHONES AND ELECTRONIC DEVICES**

Any writings or documents pertaining to an open session item provided to a majority of the members of the legislative body less than 72 hours prior to the meeting, shall be made available for public inspection at the East Palo Alto Sanitary District located at 901 Weeks Street, East Palo Alto, CA 94303.

Upon request, agendas and documents in the agenda packet will be made available in appropriate alternative formats to persons with a disability, as required by law. Any such request must be made in writing to the East Palo Alto Sanitary District, 901 Weeks Street, East Palo Alto, CA 94303. Requests will be valid for the calendar year in which the request is received and must be renewed prior to January 1st.

Persons needing disability-related modifications or accommodations in order to participate in public meetings, including persons requiring auxiliary aids or services, may request such modifications or accommodations by calling the East Palo Alto Sanitary District at (650) 325-9021 at least 48 hours prior to the meeting.

I. NATURE OF ITEM

Call to Order

Called to order by _____ at _____ **p.m.**

2. Roll Call

Directors Present:

Directors Absent:

Staff Present:

Guests Present:

3. **NATURE OF ITEM**

Communication from the Public - Members of the public are invited to address the Board regarding agenda items and non-agenda items at the beginning of the meeting only. Persons wishing to speak on items listed on the agenda will be heard when called by the meeting chair.

Speaker # 1: _____

Speaker # 2: _____

Speaker # 3: _____

4. **Agenda Amendments**

Item# _____ moved to _____

Item# _____ moved to _____

Item# _____ tabled

Item# _____ tabled

(xx) Additional Materials Attached

Agenda Item 5
Meeting Date 09/06/2018

I. NATURE OF ITEM

REVIEW/APPROVAL of June 19, 2018 meeting minutes

II. BACKGROUND

III. STAFF COMMENTS/ RECOMMENDATIONS

IV. ACTION OPTIONS

To be Determined upon Discussion

V. COMMITTEE ACTION TAKEN

VI. NEXT STEPS

**EAST PALO ALTO SANITARY DISTRICT
HUMAN RESOURCES MANAGEMENT AND
ORGANIZATION COMMITTEE MEETING MINUTES
JUNE 19, 2018**

1. Call to Order

A Human Resources and Organization Committee Meeting of the East Palo Alto Sanitary District was called to order by Director Savage on Tuesday June 19, 2018 at 9:36 a.m. The meeting was held at the East Palo Alto Sanitary District Office located at 901 Weeks Street, East Palo Alto, California.

2. Roll Call

Directors Present

Glenda Savage
Joan Sykes-Miessi

Staff Present

Akin Okupe - General Manager
Micheline Wegem - Accountant
Neptina B. White - Executive Admin. Asst.

3. Communications from the Public

There were no communications from the public.

4. Agenda Amendments

There were no agenda amendments.

5. Review/Approval of June 5, 2018 Meeting Minutes

The Committee reviewed and approved the meeting minutes of June 5, 2018.

6. Discussion/Approval of Employee Handbook

The Committee continued discussion and approval of revisions to the Employee Handbook.

7. Discussion/Consideration of Letter from Micheline Wegem with Regards to Subpoena Concerning Pending Litigation

Mr. Okupe presented a letter received from Micheline Wegem, the District's contract accountant, requesting financial assistance with legal representation in the matter of a deposition subpoena she received concerning the District's pending litigation. Ms. Wegem was advised to first determine whether her professional insurance policy offered coverage in such circumstances and report back to the Committee.

8. Oral & Written Communication

There was no oral or written communication.

9. Future Agenda

The next meeting will be held on July 11, 2018 at 10:00 a.m.

10. Adjournment

There being no further business, the meeting adjourned at 10:28 a.m.

APPROVED:

Board President

Board Secretary

(xx) Additional Materials Attached

Agenda Item 6
Meeting Date 09/06/2018

I. NATURE OF ITEM

1. CLOSED SESSION: Public Employee Performance Evaluation Pursuant to Government Code 54957
Title: General Manager
- Conference with Labor Negotiators Pursuant to Government Code 54957.6
Agency Designated Representative: President Sykes-Miessi
Unrepresented Employee: General Manager

II. BACKGROUND

III. STAFF COMMENTS/ RECOMMENDATIONS

IV. ACTION OPTIONS

V. COMMITTEE ACTION TAKEN

VI. NEXT STEPS

(xx) Additional Materials Attached

Agenda Item 7
Meeting Date 09/06/2018

I. NATURE OF ITEM

ORAL AND WRITTEN COMMUNICATION - Brief reports may be presented by the Manager and Staff pertaining to items not listed on the Agenda; however, no discussion or action can be taken.

II. BACKGROUND

III. STAFF COMMENTS/ RECOMMENDATIONS

IV. ACTION OPTIONS

V. COMMITTEE ACTION TAKEN

VI. NEXT STEPS

() Additional Materials Attached

Agenda Item 8
Meeting Date 09/06/2018

I. NATURE OF ITEM

Future Agenda

September 13, 2018 at 5:30 p.m. Human Resources Committee Meeting

II. BACKGROUND

III. STAFF COMMENTS/ RECOMMENDATIONS

IV. ACTION OPTIONS

V. COMMITTEE ACTION TAKEN

VI. NEXT STEPS

() Additional Materials Attached

Agenda Item 9
Meeting Date 09/06/2018

I. NATURE OF ITEM

Adjournment