



DRAFT MINUTES

PERSONNEL COMMITTEE

Thursday, December 2, 2014

1. Roll Call

Chair Avalos called the meeting to order at 10:44 a.m.

Present at Roll Call: Commissioners Avalos and Cohen (2)

Absent at Roll Call: Commissioner Mar (entered during Item 3) (1)

2. Approve the Minutes of the July 10, 2014 Meeting – ACTION

There was no public comment.

The minutes were approved without objection by the following vote:

Ayes: Commissioners Avalos and Cohen (2)

Absent: Commissioner Mar (1)

3. [CLOSED SESSION] Public Employee Performance Evaluation and Approval of the Executive Director's Performance Goals for 2015 – ACTION

Chair Avalos introduced this item and called the closed session to order.

Following discussion, Chair Avalos reconvened the meeting in open session.

4. Recommend Annual Compensation for the Executive Director for 2015 – ACTION

Chair Avalos called Items 3 and 4 together.

During open session, Chair Avalos reported that the Personnel Committee had rated Executive Director Tilly Chang's performance as Exceptionally Good. He noted that the committee was between Exceptionally Good and Outstanding, and said the rating was appropriate given the significant achievements during Ms. Chang's first year as Executive Director.

Commissioner Mar commented that Ms. Chang had increased the visibility of the agency and that her active involvement in community events was noticeable. He said he was appreciative of the increased involvement with the press and that her self-critical approach demonstrated a constant effort to improve.

Chair Avalos stated that the committee had decided not to disclose the closed session discussion.

Chair Avalos stated that on Item 4, the committee decided to continue the annual compensation at Step 5, but that they would to revisit the item next year.

Commissioner Mar made a motion to rate the Executive Director as Exceptionally Good and a motion to maintain the annual compensation at step 5, seconded by Commissioner Cohen.

During public comment, Ms. Chang thanked the committee for their feedback and noted that their guidance and support over the past year had been critical to the agency's success.

Items 3 and 4 were approved without objection by the following vote:

Ayes: Commissioners Avalos, Cohen and Mar (3)

5. Introduction of New Items – INFORMATION

There were no new items. There was no public comment.

6. Public Comment

There was no public comment.

7. Adjournment

The meeting was adjourned at 12:07 p.m.