



County of El Dorado

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Minutes - Final Board of Supervisors

Norma Santiago, Chair, District V
Ray Nutting, First Vice Chair, District II
Brian K. Veerkamp, Second Vice Chair, District III
Ron Mikulaco, District I
Ron Briggs, District IV

James S. Mitrising, Clerk of the Board of Supervisors
Terri Daly, Chief Administrative Officer Edward Knapp, County Counsel

Tuesday, January 21, 2014

9:00 AM

Board of Supervisors Meeting Room

Special Meeting

9:02 A.M. - CALLED TO ORDER AND PLEDGE OF ALLEGIANCE TO THE FLAG

Present: 5 - Supervisor Briggs, Supervisor Santiago, Supervisor Mikulaco, Supervisor Veerkamp and Supervisor Nutting

Supervisor Santiago led the Pledge of Allegiance to the Flag.

ADOPTION OF THE AGENDA

A motion was made by Supervisor Veerkamp, seconded by Supervisor Nutting, to adopt the Agenda.

Yes: 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting

DEPARTMENT MATTERS

1. [14-0104](#) Chief Administrative Office and Human Resources recommending the Board consider and provide direction to staff regarding proposed changes to Title 2 of the El Dorado County Ordinance Code, Chapter 2.57 (Personnel and Salary Regulations) and Chapter 2.60 (Civil Service System).

Public Comment: K. Payne, C. McAfee, M. Gregor

A motion was made by Supervisor Mikulaco, seconded by Supervisor Veerkamp to:

- 1) Direct staff to prepare final draft versions of the proposed changes to the ordinances, Section E Personnel Policies and Personnel Rules.
- 2) Direct Human Resources to meet and confer with the employee bargaining units where appropriate.
- 3) Direct staff to return to the Board for first reading of the Ordinances.

Yes: 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting

2. [14-0105](#) Chief Administrative Office and Human Resources recommending the Board consider and provide direction to staff regarding proposed revisions to Board of Supervisors Policies contained in Section E - Personnel and Payroll, of the Board of Supervisors Policy Manual.
- Public Comment: M. Lane, K. Payne, B. Hendricks, C. McAfee, L. Rathchild, J. Copeland*
- A motion was made by Supervisor Mikulaco, seconded by Supervisor Veerkamp to provide direction to staff to prepare a final draft under Section E after conferring with County Counsel and return with a second reading of the Policies contained in Sections E 1, 3, 6, 7 and 8– Personnel and Payroll.**
- Yes:** 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting
3. [13-0401](#) Chief Administrative Office and Human Resources recommending the Board receive a presentation from the Human Resources Director regarding Respectful Workplace Policy and provide direction to staff regarding next steps.
- Public Comment: M. Lane, C. McAfee, J. Copeland, S. Coach, K. Payne*
- A motion was made by Supervisor Briggs, seconded by Supervisor Santiago to:**
- 1) Authorize a contract for assessment, coaching and intervention (not to exceed \$60,000);**
 - 2) Begin training for conflict resolution/communication (not to exceed \$20,000); and**
 - 3) Authorize a Formal Cultural Assessment through interactive interviews and survey of employees (not to exceed \$60,000).**
- Yes:** 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting
4. [13-0447](#) Chief Administrative Office and Human Resources recommending the Board consider and provide direction to staff regarding proposed changes to Resolution **048-2013**, County of El Dorado Personnel Rules, to clarify grammatical errors and to add Part 111, Respectful Workplace; Appendix A, Employee Expectation Standards; and Appendix B, El Dorado County Department Head Expectations.
- Public Comment: C. McAfee, K. Payne, M. Lane*
- A motion was made by Supervisor Santiago, seconded by Supervisor Briggs to:**
- 1) Provide direction to staff regarding proposed changes to Resolution 048-2013, County of El Dorado Personnel Rules, to clarify grammatical errors and to add Part 111, Respectful Workplace; Appendix A, Employee Expectation Standards; and Appendix B, El Dorado County Department Head Expectations and to meet and confer with the bargaining units as required; and**
 - 2) Direct staff to retain the services of an outside consultant to conduct an interactive cultural assessment of the County workplace.**
- Yes:** 5 - Briggs, Santiago, Mikulaco, Veerkamp and Nutting

ADJOURNED AT 1:04 P.M.

CLOSED SESSION

5. [14-0118](#) **Pursuant to Government Code Section 54957- Public Employee Appointment.** Title: Director of Community Development Agency.
(Est. Time: 30 Min.)

County Counsel advises that all five (5) Supervisors participated in the Closed Session and there was no reportable action.