

PERSONNEL COMMITTEE MEETING  
MINUTES

A Committee meeting of the Board of Trustees of the Contra Costa Mosquito and Vector Control District was held on Monday, October 17, 2011, in the District Office at 155 Mason Circle, Concord, California.

TRUSTEES PRESENT      Jeff Bennett, Chair  
                                 Russ Belleci  
                                 Randall Diamond  
                                 Kristin Haegeland  
                                 Richard Head  
                                 Peggie Howell  
                                 Dick Mank  
                                 Daniel Pellegrini  
                                 Angela Micheals, Board President

TRUSTEES ABSENT      none

OTHERS PRESENT      Craig Downs, General Manager  
                                 Fran Buchanan, IEDA  
                                 Keith Snodgrass, SEIU  
                                 David Wexler, shop steward

1.      The Committee meeting was called to order at 7:04 p.m.
2.      Roll call indicated that nine trustees were present and none were absent.
- 3.\*    PUBLIC INPUT ON NON AGENDA ITEMS  
  
None.
4.      APPROVAL OF MINUTES FROM PERSONNEL COMMITTEE MEETING HELD ON JUNE 6, 2011  
  
A motion was made by Trustee Pellegrini to approve minutes from the Personnel Committee Meeting held on June 6, 2011, seconded by Trustee Mank. *Motion passed. Trustees Head and Diamond abstaining.*
5.      SEIU 1021 REQUEST FOR THIRD PARTY MORALE SURVEY- Steward Wexler expressed concerns on interactions amongst represented employees and supervisors. He shared outcomes of recent meetings with the represented employees and pointed out common themes. He stated he has observed frustration at all levels with how fellow employees perceive and treat each other.

Trustees asked numerous questions regarding the board's role and the outcome desired. Several ideas were discussed as well as influences from outside environment, such as current economy.

General Manager Downs stated he has identified a human resource expert that is willing to provide directed training to all employees at the District. Consensus was to obtain some training sessions and reevaluate.

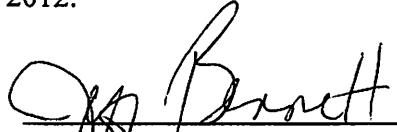
6. BOARD AND STAFF ANNOUNCEMENTS

none

7. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:21 p.m.

I certify the above minutes were approved as read or corrected at a meeting of the Personnel Committee held on February 13, 2012.

  
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Jeff Bennett, Chairperson  
Personnel Committee