

**HESPERIA RECREATION AND PARK DISTRICT
BOARD OF DIRECTORS
PERSONNEL COMMITTEE MEETING
Thursday, April 8, 2021 - 5:30 p.m.
Lime Street Park Community Center, 16292 Lime Street, Hesperia, CA 92345**

**THE PUBLIC MAY HAVE PARTICIPATED VIA TELECONFERENCE BY DIALING
+1 (646) 749-3122 ACCESS CODE: 435-062-637**

MINUTES

CALL TO ORDER

Meeting was called to order at 5:30 p.m. by Vice President Irish.

A. Attendance

Board Committee Members: Irish, Gregg
District Staff: Chavez, Etchepare, Campbell
Guests: None

MESSAGE TO THE PUBLIC/PUBLIC COMMENT

- No public comment made.

DISCUSSION/ACTION ITEMS

B. Review Job Descriptions and Job Titles

- Mr. Chavez advised the meeting was called by Vice President Irish to discuss full time and part time positions. She had no immediate discussion.
- Mr. Chavez provided some history of employment related to Recreation and Park Districts and Special Districts, and their similarities and differences.
- Gregg inquired if there is a way to reduce compensation, retirement, and medical and benefit packages for new hires, and the possibility of reinstating an opt-out option.
- Irish inquired if job titles match up with employee job descriptions.
- Mr. Chavez highlighted that he was working on an organization restructure and he will be calling for another Personnel Committee meeting for discussion related to the restructure at a later date.
- Gregg requested a synopsis of why Administrative Operations Management staff receives 96 hours of management leave and stated there has to be a way to start curbing the benefit packages. Mr. Chavez advised many of the benefits provided are standard. Additional discussion included the possibility of grandfathering in current employees' benefits but reducing benefits for new hires, and adding grant writing as an essential function to top management job descriptions.

Meeting Recessed from Open Session at 6:15 p.m.
Meeting Reconvened into Closed Session at 6:15 p.m.

CLOSED SESSION ITEMS

- C. Conference With Labor Negotiators Pursuant to Govt. Code Section 54957.6
Negotiating for HRPD: Nicolas Chavez and Personnel Committee
Negotiating with: Unrepresented Employees**

Meeting Recessed from Closed Session at 6:48 p.m.
Meeting Reconvened into Open Session at 6:48 p.m.

REPORT FROM CLOSED SESSION ITEMS, IF ANY

REPORTABLE ACTION: No reportable action was made.

ADJOURNMENT

Meeting was adjourned By Vice President Irish at 6:49 p.m.