

# FOUNTAIN VALLEY SCHOOL DISTRICT PERSONNEL COMMISSION

## *REGULAR MEETING*

### MINUTES

February 9, 2017

4:30 p.m.

Carol Davis called the Regular Meeting of the Personnel Commission to order at 4:32 p.m. in the Board Room, 10055 Slater Avenue, Fountain Valley, California. Ms. Cathie Abdel led the Pledge of Allegiance.

Present for the entire meeting:

Mrs. Carol Davis, Chairperson  
Mr. William Mullin, Vice Chairperson  
Rabbi Stephen Einstein, Member  
Mr. Ross Hessler, Director, Human Resources

## GENERAL FUNCTIONS

### Approval of Agenda

Mr. Mullin moved to approve the agenda as presented. Rabbi Einstein seconded the motion. Motion carried.

### Introduction of Guests

Ms. Cathie Abdel was in attendance.

### Introduction of Staff

Ms. Donna Johnson was in attendance.

### Minutes, Regular Meeting of the Personnel Commission, January 18, 2017

Rabbi Einstein moved to approve the minutes of the January 18, 2017 meeting. Mr. Mullin seconded the motion. Motion carried.

### Minutes, Regular Meeting of the Board of Trustees, December 8, 2016

Presented as an information item only

### Minutes, Special Meeting of the Board of Trustees, January 5, 2017

Presented as an information item only

### Agenda, Special Meeting of the Board of Trustees, February 4, 2017

Presented as an information item only

### Director's Report

Mr. Hessler noted the Governor's budget came out a couple weeks ago and early reviews show it to be very conservative. Other groups, including the Legislative Analyst's Office, are predicting a better economic picture. The district is facing large and growing increases in the district's required contribution to STRS and PERS. These increases will greatly impact our budget as these are non-negotiable items.

Mr. Hessler stated the State Personnel Commissioners Association Conference in San Francisco was good and the location great. He attended an EMS presentation on "Classification/Compensation Studies" and several other good sessions including, "Performing Investigations and Detecting Lies", "New Marijuana Laws and the Impact on Employment" and "2017 Legal update".

### Commissioners' Comments

Mr. Mullin stated he attended the State Personnel Commission conference in San Francisco. He reported the conference was extremely good and all the presentations are on the website for everyone to view. The "Working with Millennials" session was especially spot on. The Ewing Group's session was called "Dealing with the Issue of Internal Relationships in Relation to Minimum Wage and Pay Equity Laws" and dealt with fair salaries for fair jobs. The "State Budget and Legislative Update" also covered how the Governor's budget is conservative and the new AB1861 and AB3337 laws. Next year's conference will be in San Diego in February. Mrs. Davis asked how the minimum wage law would affect the District. Mr. Hessler stated that we do not have any minimum wage classified positions, so there should be no impact.

### Public Comments

Ms. Abdel stated she was looking forward to the selection process and who the Commission will choose.

## ADMINISTRATION

### Selection Process for the Classification Proposals

Mrs. Davis had asked Mr. Hessler to share some general information on the point factor system. Mr. Hessler stated the point factor classification system is based on the level of responsibility, consequence of error, training and education needed, and supervision exercised. Mr. Hessler stated Ewing would be able to use the point factor method for us if requested. Ewing Consulting said they would use 5 to 7 factors. Educational Management Solutions (EMS) had 34 factors they use. Mr. Hessler did not hear any problems or concerns from his reference check with the number of factors involved. The Commission then discussed the three firms. Mr. Mullin felt the Ewing Consulting was very professional and first class. Rabbi Einstein liked the fact that Ewing Consulting is local. He felt Reward Strategy Group (RSG) did not have anything extra for the substantial cost difference. Mrs. Davis reviewed and compared the questionnaires from Ewing and EMS. Mrs. Davis felt the EMS form was clearer and easier to use and understand. After much discussion, the Commission's reached a consensus and decided on EMS to do the classification study for the District. Rabbi Einstein made the motion and Mr. Mullin seconded. Motion carried.

### Eligibility Lists

Mr. Mullin moved to approve the eligibility lists for Behavioral Intervention Assistant, Extended School Program Aide and Extended School Program Instructor. Rabbi Einstein seconded. The motion carried.

## PERSONNEL

### Job Announcements

Job postings were reviewed for Special Education Bus Aide and Food Service Worker.

## FINANCIAL

The quarterly review of the 2016- 2017 budget.

## CLOSED SESSION

No closed session.

**NEXT MEETING**

The next meeting of the Personnel Commission will be:

**Regular Meeting:**

**March 23, 2017**

**4:30 p.m.**

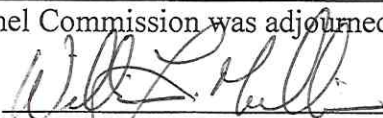
**Professional Development Center (PDC)**

**ADJOURNMENT**

The February 9, 2017 regular meeting of the Personnel Commission was adjourned at 5:27 p.m.



Mrs. Carol Davis, Chairperson



Mr. William Mullin, Vice Chairperson