

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

June 2, 2022

Attendees:

Committee members: James V. Curatalo (Chair) and Mark Gibboney

Staff members: Eduardo Espinoza, Roberta M. Perez, Rob Hills, Chad Brantley, Agnes Boros, Jennifer Fillinger, and Cindy Cisneros.

Members of the Public: None.

Call to Order: 11:00 a.m.

Public Comment: None

Additions/Deletions to Agenda: None

Introductory Remarks by Chair Curatalo

Chair Curatalo announced for the record that this meeting was conducted by teleconference pursuant to Resolution No. 2022-5-1 as permitted under AB 361, in an effort to protect public health, prevent the spread of COVID-19 and because the state and/or local officials are recommending or imposing measure to promote social distancing. Further, the agenda states that there is no public location for attending this meeting in person. The agenda also states that the public may listen and provide comment telephonically by calling the number listed on the agenda. Chair Curatalo took a roll call of Committee members and staff present on the call, as listed above.

Amend Employee Policy No. 1.4, Employee Probationary Period

- Staff proposed amendments to Employee Policy No. 1.4, Employee Probationary Period. The probationary policy defines the probationary employment period and outlines the meaning for the employee. It is designed to allow employees to serve a probationary period during the initial employment cycle, essentially a trial period aimed at assessing the abilities of an employee to perform all aspects of their position. It is the policy of the District to evaluate the work and efficiency of a newly hired or promoted employee at frequent intervals to keep the employee informed of their progress.
- A probationary period allows leaders to manage the relationship with more flexibility, so we can address issues before agreeing to regular status. We support new employees by communicating what is expected from them during the probationary period and developing the knowledge and skills to fulfill their role through training and support.
- The Committee concurred and recommended forwarding the item to the Board of Directors for review and approval.

Meeting Adjourned at 11:15 a.m.