

Bay Area Air Quality Management District
939 Ellis Street
San Francisco, California 94109
(415) 749-5073

APPROVED MINUTES

Summary of Board of Directors
Personnel Committee Meeting
Monday, September 22, 2014

1. Call to Order – Roll Call

Personnel Committee (Committee) Chairperson Brad Wagenknecht called the meeting to order at 9:30 a.m.

Present: Committee Chairperson Brad Wagenknecht; Vice-Chairperson Eric Mar; and Directors Susan Adams, David Hudson, Carol Klatt and Jim Spering.

Absent: Directors Carole Groom, Scott Haggerty and Mary Piepho.

Also Present: Board of Directors (Board) Chairperson Nate Miley.

2. Public Comment Period: No requests received.

3. Approval of Minutes of July 28, 2014

Committee Comments: None.

Public Comments: No requests received.

Committee Action:

Director Hudson made a motion, seconded by Director Adams, to approve the Minutes of July 28, 2014; and the motion carried by the following vote of the Committee:

AYES: Adams, Hudson, Klatt, Spering and Wagenknecht.

NOES: None.

ABSTAIN: None.

ABSENT: Groom, Haggerty, Mar and Piepho.

4. Appeal of Executive Officer/Air Pollution Control Officer (APCO) Decision on Douglas W. Hall's Complaint of Violation of the Air District's Equal Employment Opportunity (EEO) Policy

NOTED PRESENT: Director Mar was noted present at 9:31 a.m.

Brian Bunger, District Counsel, introduced the topic and delivered the staff report *Appeal of APCO/Executive Officer Decision on Douglas W. Hall's Complaint of Violation of the Air District's EEO Policy*, including background on the complaint, staff responses, and the written appeal of Mr. Hall.

Mr. Hall gave the presentation, *BAAQMD [Bay Area Air Quality Management District] Engineering Division Hiring Managers Justice*.

NOTED PRESENT: Board Chairperson Miley was noted present at 9:49 a.m.

Committee Comments:

The Committee and staff discussed the scope of the current appeal; the reorganization efforts underway within the Engineering Division; the Air District internal notification process for employee recruitments; the Air District interview practice relative to those applicants meeting the minimum qualifications; the weight of consideration given to seniority during the screening process; the staff recommendation set forth in the staff report; the comparison of qualifications listed in Mr. Hall's presentation, slide 4, *Promotional Recruitment Air Quality Engineering Manager*, and their relevance to the recruitment process; and a summary of the investigations done by and at the behest of staff.

Public Comments: No requests received.

Committee Action:

Director Adams made a motion, seconded by Director Klatt, that the Committee deny the appeal and take no further action because the allegations in Mr. Hall's complaint and appeals lack merit.

Committee Comments (continued):

The Committee and staff discussed the level of scrutiny in the investigations done by and at the behest of staff; the relevancy of prior complaints; the remaining remedies available to Mr. Hall; the Air District Affirmative Action Plan, if any, and the Committee's desire to review it; and a review of Mr. Hall's presentation, slide 12, *Action by Personnel Committee*.

Committee Action (continued):

Director Adams made an amended motion that the Committee deny the appeal and take no further action because the allegations in Mr. Hall's complaint and appeals lack merit; that staff present an update on the Air District EEO Plan to the Committee; and that staff present a summary to the Committee of how the Air District prevents favoritism during the hiring process. The motion carried by the following vote of the Committee:

AYES: Adams, Hudson, Klatt, Mar, Miley, Spering and Wagenknecht.

NOES: None.

ABSTAIN: None.

ABSENT: Groom, Haggerty and Piepho.

5. **Committee Member Comments/Other Business:** None.
6. **Time and Place of Next Committee Meeting:** At the call of the Chairperson.
7. **Adjournment:** The meeting adjourned at 10:34 a.m.

151 Sean Gallagher
Sean Gallagher
Clerk of the Boards