



# PERSONNEL BOARD

## Minutes - DRAFT

---

Wednesday, December 4th, 2024  
Special Meeting of the Personnel Board

### **CALL TO ORDER**

A Special Meeting of the San Luis Obispo Personnel Board was called to order on Wednesday, December 4, 2024, at 5:30 p.m. by Human Resources Director Nickole Domini with three Members present.

### **ROLL CALL**

**Present:** Board Members Linda Mielke, Sharon Seitz, Patricia Ponce

**Absent:** Vice Chair Jill LeMieux and Chair Person Cal Stevens

**Staff:** Human Resources Director Nickole Domini, Human Resources Analyst Diana Federico

### **PUBLIC COMMENT ITEMS NOT ON THE AGENDA**

#### **PUBLIC COMMENT**

None

*--End of Public Comment--*

### **BUSINESS ITEMS**

#### **Approval of Minutes**

- Consideration of Minutes of the Regular Personnel Board Meeting of June 24, 2024

#### **Public Comment**

None

*--End of Public Comment--*

**ACTION:** UPON MOTION BY Sharon Seitz, SECONDED BY Linda Mielke, CARRIED 3-0, the Personnel Board approved the Minutes of the Regular Personnel Board Meeting of June 24, 2024.

## **1. Discuss Priorities and Goals for the 2025-2027 Financial Planning Process**

The Personnel Board reviewed and finalized the proposed 2025-27 advisory body goals for City Council consideration.

### **1. Diversity, Equity, Inclusion**

The City is committed to policies, practices, and structures that support the well-being and empowerment of all residents, marginalized communities, and its employees.

- a. More fully utilize the expertise of the Personnel Board in providing input and oversight into the organizational diversity, equity, and inclusion (DEI) policies, programs, and practices.
- b. Ensure sufficient City resources (staff, consultant, and budgetary) are provided in the 2025-27 Financial Plan to support changes to current human resources processes to align with best practices in DEI in hiring, training, and promotional policies, practices, and programs identified in the [Office of DEI's 5-year strategic plan](#).

### **2. Fiscal Sustainability**

As the City navigates through uncertain economic times, ensure the City prioritizes employee engagement to reduce turnover and avoid costs associated with hiring and onboarding staff.

- a. Support employee engagement, wellness, and resiliency through various avenues including employee surveys, adaptation of work policies, and resources that support employee mental health.
- b. Ensure appropriate resources are allocated to fund employee wages and benefits with inflation in mind while remaining fiscally sustainable in alignment with the Council adopted compensation philosophy and labor relations objectives.
- c. Consider additional flexibility in ways projects are funded.
- d. Ensure appropriate resources are allocated for the above in the 2025-27 Financial Plan.

### **3. City Employee Workforce Development**

Employees who understand how their work connects to the City's mission, vision, values, and goals are empowered to make a difference through serving the community of San Luis Obispo.

- a. Support and prioritize employee development and growth through investing in resources to lead, train, and develop all employees and onboard new and transitioning employees.
- b. Maintain open communication throughout all levels of organization to share progress on and impacts of staff projects and Major City Goals.
- c. Establish, encourage, and facilitate pathways to career development.

**Public Comment**

None

*--End of Public Comment--*

**ACTION:** UPON MOTION BY Linda Mielke, SECONDED BY Patricia Ponce, CARRIED 3-0, the Personnel Board agreed to finalize the proposed Personnel Board advisory body goals for Council consideration as part of the 2025-2027 Financial Planning Process.

**ADJOURNMENT**

The meeting was adjourned at 6:13pm

APPROVED BY THE PERSONNEL BOARD: XX/XX/2025