

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

March 27, 2019

Attendees:

Committee members: Kathleen Tiegs (Chair) and James V. Curatalo

Staff members: John Bosler, Carrie Corder, Chad Brantley, Roberta Perez, and Robbie Victorino.

Members of the Public: None.

Call to Order: 3:30 p.m.

Public Comment: None

Additions/Deletions to Agenda: None

1. Amend Employee Policy No. 4.5, Harassment and Discrimination

- Staff proposed a policy amendment to update Employee Policy No. 4.5, Harassment to be revised in its entirety incorporating administrative language and legal mandates.
- The District believes prevention is the best way to eliminate harassment in the workplace. All new employees receive information on harassment prevention, as well as a copy of the policy and video training when hired and receive ongoing training throughout their employment.
- The Committee concurred and recommended forwarding the item to the Board of Directors for review and approval.

2. LaBounty Safety Awards Nominations

- The ACWA/JPIA H.R. LaBounty Safety Awards program recognizes water industry employees who implement significant safety improvements to prevent occupational injuries or illness.
- Staff presented the Committee with two District employee nominations submitted to ACWA/JPIA for consideration. Nominees are recognized at the ACWA/JPIA spring conference in May 2019.

Meeting Adjourned at 4:00 pm