

Request for Board Action Details

File #: 2022-380
Type: Administrative Item
Status: Passed
In control: Board of Commissioners
On agenda: 7/12/2022
Final action: 7/12/2022
Title: Appointments to the Personnel Review Board
Sponsors: Human Resources
Indexes:
Code sections:
Attachments: 1. Personnel Review Board Membership Roster, 2. Resolution

Date	Ver.	Action By	Action	Result
7/12/2022	1	Board of Commissioners	approved	Pass

Sponsor: Human Resources

Title
Appointments to the Personnel Review Board

Recommendation

Appoint Heidi Miller and Arlene Hubbard to the Personnel Review Board for a four-year term beginning July 12, 2022 and ending August 1, 2026.

Background and Rationale

The Personnel Review Board hears disciplinary appeals by veterans relating to discharge or suspension; reviews disciplinary appeals after an administrative law judge has heard them; hears non-disciplinary appeals; and may review the Human Resources department services procedures and practices as directed by the Ramsey County Board. The Personnel Review Board consists of seven members who can serve a total of two four-year terms.

There are currently three vacancies on the Personnel Review Board. Recruitment through the county's open appointment process resulted in three applications. On June 8, 2022, the applications were forwarded to the Ramsey County Board of Commissioners for review. Additionally, the commissioners held interviews with each applicant, which gave the commissioners the opportunity to engage with and learn more about each applicant beyond just the review of the online applications. On June 22, 2022, three commissioners interviewed the applicants for final recommendations.

County Goals (Check those advanced by Action)

☐ Well-being ☐ Prosperity ☒ Opportunity ☒ Accountability

Racial Equity Impact

Eligibility for appointment on the Personnel Review Board requires the appointee to be a resident of Ramsey County. The district in which an appointee resides is considered in an effort to have the makeup of the Personnel Review Board reflect the geographic diversity of Ramsey County. Human Resources department is committed to continued efforts to recruit and diversify Personnel Review Board membership to reflect the

county's demographic diversity.

Community Participation Level and Impact

Human Resources is committed to continued efforts to recruit and diversify Personnel Review Board memberships. Recruitment of vacancies were shared through existing members, Ramsey County's social media platforms, staff and community distribution lists, as well as Ramsey County Commissioners.

Appointment of community members to the Personnel Review Board provides an opportunity for residents to use their employment background and experience to increase the level of understanding about employment with Ramsey County through review, deliberation and discussion of various employment matters.

☒ Inform ☐ Consult ☒ Involve ☐ Collaborate ☐ Empower

Fiscal Impact

Personnel Review Board members are paid \$50 per diem to offset out-of-pocket expenses, which typically is under \$500 annually. Funds are available in the Human Resources operating budget.

Last Previous Action

On February 8, 2022, the Ramsey County Board appointed Beth Belle Isle and Charles Mwamba to the Personnel Review Board for a four-year term beginning February 8, 2022 and ending August 1, 2026 (Resolution B2022-051).

Attachments

1. Personnel Review Board Membership Roster