



City of San Leandro

City Hall
835 East 14th Street
San Leandro, California

Minutes

Personnel Relations Board

Thursday, January 15, 2026

5:30 PM

City Hall, Human Resources Conference Room

1. CALL TO ORDER ROLL CALL

The meeting was called to order by Vice Chair Cornelious at 5:35 p.m.

Present: 3 – Altamirano, Cornelious, Heystek

Absent: 2 – Huang, Krishnan

2. ANNOUNCEMENTS

There were no announcements.

3. CONSENT CALENDAR

3.A. Minutes from October 16, 2025 Meeting

Member Heystek moved to approve the minutes for the October 16, 2025 meeting.

Member Altamirano seconded. The motion passed by the following vote:

4. PUBLIC COMMENTS

There were no public comments.

5. PRESENTATIONS

None.

6. ACTION ITEMS

6.A. Extension of Employment Lists - none

6.B. Adoption/Revision of Classifications

- a) Water Pollution Environmental Compliance Inspector I/II - new
- b) Laboratory and Compliance Supervisor - revision
- c) Hazardous Materials Specialist I/II – revision
- d) Hazardous Materials Supervisor - revision

Member Heystek moved to approve the classification specifications with minor revisions. Member Altamirano seconded. The motion passed by the following vote:

6.C. Personnel Rules - banding

Staff presented changes to the Personnel Rules to remove language that has been negotiated in labor contracts. Police Chief Angela Averiett discussed the benefits of banding for sworn recruitments and why this language was being proposed.

Member Heystek moved to approve the changes to the Personnel Rules including keeping the first line in Rule XI Section 10. Attendance. Member Heystek also requested that the word "banding" be added to the definitions and be brought back at the next meeting. Member Altamirano seconded. The motion passed by the following vote:

7. CITY STAFF REPORTS AND ANNOUNCEMENTS**7.A. Human Resources Activities Report: October - December 2025****7.B. Informational Listing of Personnel Actions: October - December 2025**

Human Resources Manager Tiffany Johnston provided the Board with information on the past quarter's recruitment and personnel activities.

8. BOARD REPORTS AND ANNOUNCEMENTS**9. ADJOURN**

The meeting was adjourned by Vice Chair Cornelious at 6:32 p.m.

RESPECTFULLY SUBMITTED:

Emily Hung, Secretary