



# City of San Leandro

Civic Center  
835 East 14th Street  
San Leandro, California

## Minutes

### Personnel Relations Board

*Chair James Andrew Browne, At Large (1)*

*Vice Chair Orval Badger, At Large (1)*

*DeWayne Cornelious, At Large (5)*

*Louis Neira Heystek, At Large (5)*

*Chike Udemezue, At Large (1)*

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Thursday, January 20, 2022

5:30 PM

Access the meeting remotely by using this URL  
<https://sanleandro-org.zoom.us/j/88131112174>

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This meeting is being held in accordance with the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, and AB 361, under which a resolution was approved by the City Council on October 4, 2021 to allow attendance by members of the Personnel Relations Board by videoconference and teleconference.

Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, the Human Resources Conference room will not be open for the meeting. Personnel Relations Board Members will be participating telephonically and will not be physically present at City Hall.

If you would like to speak on an agenda item, you can access the meeting remotely: Join from a PC, Mac, iPad, iPhone, or Android device: Please use this URL:  
<https://sanleandro-org.zoom.us/j/88131112174>.

If you do not wish for your name to appear on the screen, then use the drop-down menu and click on "rename" to rename yourself to be anonymous.

Or join by phone:

Toll Free Numbers:

1-888-788-0099

1-877-853-5247

If in the event that the Toll Free Numbers are unavailable, dial 1-669-900-6833.

Enter Meeting ID: 881 3111 2174

NOTE: Your phone number will appear on the screen unless you first dial \*67 before dialing the numbers as shown above.

If you want to comment during the public comment portion of the agenda, Press \*9 and we will select you from the meeting queue.

The City wants you to know that you can also submit your comments. Members of the public may submit written comment under eComment. To leave a comment, users click on eComment on the City of San Leandro - Calendar (legistar.com) agenda page, select the item they wish to comment on and submit their written comment. eComment begins at 10:00 a.m., Monday, January 17, 2022 and closes at 11:59 p.m., Wednesday, January 19, 2022 immediately prior to the upcoming regularly scheduled PRB meeting. All Public comments submitted by the deadline will be distributed to the PRB members no later than 3:00 p.m. on the day of the meeting and will be made part of the official record. Written public comments will not be verbally read out loud.

**1. CALL TO ORDER**

*The meeting was called to order at 5:34 p.m.*

**2. ROLL CALL**

*Chair Cornelious, Vice Chair Heystek, Members Badger, Browne and Udemezue participated in the meeting via remote video conference.*

**Present 5 – Badger, Browne, Cornelious, Heystek, Udemezue**

**3. PUBLIC COMMENTS**

*There were no public comments.*

**4. APPROVAL OF MINUTES**

**4.A. October 21, 2021 meeting**

**Member Browne moved to approve the minutes of the October 21, 2021 meeting; Member Badger seconded. The motion passed by the following vote:**

**AYE: 5**

**NAY: 0**

**ABSENT: 0**

**ABSTAIN: 0**

**5. EMPLOYMENT LISTS**

**5.A. Environmental Protection Specialist I/II**

**5.B. Senior Engineer**

**Vice Chair Heystek moved to approve an extension of the Employment Lists; Member Browne seconded. The motion passed by the following vote:**

**AYE: 5**

**NAY: 0**

**ABSENT: 0**

ABSTAIN: 0

## 6. ADOPTION/REVISION OF CLASSIFICATIONS

### 6.A. Assistant Police Chief (new)

*Secretary Hung introduced Police Chief Abdul Pridgen to present the proposed Assistant Police Chief classification. Chief Pridgen explained that there will be reorganizational changes within the Police Department. The Assistant Police Chief will have oversight of new duties which include: the creation of various units that will have specific goals to engage the community, reducing crime without negatively impacting the community, auditing the work that happens within the department, and increasing transparency in an effort to establish a foundation of trust.*

*Member Badger asked if the creation of this position would isolate the Police Chief from the community, to which Chief Pridgen replied that it would not. Member Udemezue asked if the Chief considered creating the Assistant Police Chief as a civilian position, to which the Chief replied that it is more efficacious to drive change within a Police Department when a sworn employee has roots in policing and trust from members of the department to help reimagine alternative approaches. Vice Chair Heystek inquired whether changes were being looked at holistically, to which staff responded in the affirmative.*

**Member Browne moved to approve the Assistant Police Chief classification as proposed; Member Badger seconded. The motion passed by the following vote:**

**AYE: 5**

**NAY: 0**

**ABSENT: 0**

**ABSTAIN: 0**

### 6.B. Chief Technology Officer (revision)

*Secretary Hung introduced Assistant City Manager Janelle Cameron to present the revisions to the Chief Technology Officer classification. ACM Cameron stated that the revisions were to establish the position as a department head instead of a division manager, which aligns with other department head positions and responsibilities.*

**Vice Chair Heystek moved to approve the proposed revisions to the Chief Technology Officer specification; Member Badger seconded. The motion passed by the following vote:**

**AYE: 5**

**AYE: 0**

**ABSENT: 0**

**ABSTAIN: 0**

## 7. HUMAN RESOURCES MANAGER REPORT

### 7.A. Human Resources Activities Report: October - December 2021

### 7.B. Informational Listing of Personnel Actions: October - December 2021

*Secretary Hung updated the Board on personnel and recruitment activities during the*

*past quarter. The City has placed a strong emphasis on succession planning now more than ever especially with the steep increase in retirements the City processed this past quarter. Staff has still been focusing on the COVID pandemic which has included managing the surge of positive cases after the holiday season, rolling out a vaccine mandate effective January 1, 2022 for all new employees, and continuing to monitor weekly testing for all non-vaccinated employees.*

## **8. MEMBER COMMENTS**

*There were no Member comments.*

## **9. ADJOURNMENT**

*The Personnel Relations Board meeting was adjourned at 6:12 p.m.*