

MINUTES
COMMUNITY RELATIONS COMMISSION
REGULAR MEETING
Monday, October 19, 2015, 6:00 PM
City Council Chambers, 305 West Third Street, 1st Floor, Oxnard, California 93030

A. ROLL CALL/POSTING OF AGENDA/PLEDGE OF ALLEGIANCE

Present at the meeting were Commissioners Davitt-Cornyn, Moreno, Quintana, Reynoso and Sorkin.

Luis Güereca, Secretary, and Rahsaan Tilford, Assistant City Attorney, were present.

B. PUBLIC COMMENTS

N/A

C. INFORMATION/CONSENT AGENDA

1. SUBJECT: Minutes from September 21, 2015 - Regular Meeting.

ACTION: Minutes not completed. Will be available for viewing at November meeting.

D. PRESENTATIONS

1. Recognition of City staff and volunteers for their assistance in the 2015 Oxnard Multicultural Festival.

Please refer to the video for more details.

2. Tabin Cosio, Human Resources (HR) Director, City of Oxnard, presented details on discrimination in the workplace and how discrimination complaints are handled through the City's written policies and procedures, including, but not limited to, the investigation and appeals process. Mr. Cosio provided a copy of the Discrimination, Harassment and Retaliation in Employment Policy to all the Commissioners. This is item E-21 from the City of Oxnard's Administrative Manual. This policy applies to all City personnel regardless of status. Copies are also available to the public upon request and can be obtained from the City Clerk's Office. Mr. Cosio provided a brief definition of the three main terms as part of his PowerPoint presentation. Those definitions are: Discrimination, Retaliation and Harassment. Copies of the PowerPoint is also available upon request. Mr. Cosio also discussed harassment training that is made available and required to all City supervisors and managers within six months of employment or promotion and every two-year, thereafter. The City promotes equal employment opportunity at all levels. The City also investigates promptly and thoroughly all complaints of harassment and intolerable working conditions. The City also takes corrective action promptly, if needed, after investigation of a complaint. Commissioner Kelly asked if there is a policy in regards to nepotism. Mr. Cosio said there is a nepotism policy and it is contained within the personal rules and regulations. General rule is you cannot have a relation within the direct line of supervision or management. Complaint forms are available from the HR Department and/or via the City drives that can be downloaded by employees. If the HR Director, upon investigating a complaint, finds that there is a conflict, the director can ask for assistance by the City Attorney's Office. Mr. Cosio said the City does not have an active whistleblower program at this time. But, the City Council is actively promoting and advocating for a whistleblower program to be put in place. Mr. Cosio has been with the City for approximately six months.

One public speaker spoke on the issue regarding an instance in which two City employees were let go during their work hours and were laughed at by others.

Please refer to the video and/or PowerPoint presentation for more details.

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E. COMMISSION/NEW BUSINESS

1. SUBJECT: Continue discussion regarding CRC's future involvement with the annual Multicultural Festival. Discussion will include consideration of an outside organization to run the festival, revamping of festival subcommittees, added participation from CRC Commissioners, and reorganizing the selection process of the entertainment lineup for more transparency.

ACTION: This item was lead by Commissioner Kelly. He recommended that the discussion continue for the CRC to look into the possibility of opening up an RFP to the community rather than overwork City staff. He suggested that the CRC take the burden off of City staff and look into an RFP that will ask for more community involvement to run and organize the festival. Rahsaan Tilford, Assistant City Attorney, recommended that the CRC recommend to the City Council to explore an RFP as an option and then the City Council will decide if that's something that they will consider and direct staff to proceed accordingly. Mr. Tilford also said that if there is a consensus by the CRC to bring back a resolution that will be presented to Council, they can prepare that and the CRC can consider it and decide if it will be presented to Council. The CRC agreed to have a resolution prepared for review at the next meeting and provide staff with any changes, additions, etc, to the resolution. Then, at the following meeting, return with the final draft and the CRC can vote on it. Commissioner Moreno asked if the CRC is asking for a complete takeover of the MCF or if the CRC will still be involved as sponsor? Commissioner Kelly noted that it could be included in the resolution that the CRC maintain jurisdiction with the MCF. Mr. Tilford recommended that maybe the for now the approach should be to continue what everybody is doing and next year, try to develop something and put something in place for the following year so that whoever takes over is up and running in 2017. He's not confident that all of this can be done in the next couple of months to get it going for the 2016 festival.

2. SUBJECT: Consideration of guest speakers for future CRC meetings.

ACTION: Chairman Reynoso recommended Cliff Troy, retired Oxnard PD officer, who now represents Ambassadors of Peace. Local police academy trainer in Camarillo can come by to talk about the training process. Chairman Quintana recommended representatives from Battleground Inc. Also, Lucy Cartegena works with a group called, Family First.

F. REPORT OF COMMISSION SECRETARY

CRC Commissioners were asked if the November meeting would still be held at the South Oxnard Center. The Commissioners decided that holding it at the South Oxnard Center should be done with plenty of publicity ahead of time and needs a more focused agenda. The consensus of the CRC was to hold the November 16 meeting in Council Chambers and have a further discussion later to possibly hold two meetings in the same month after the holidays, possibly in January.

G. COMMISSIONER NON-SUBCOMMITTEE REPORTS

Commissioner Kelly expressed his disappointment when he read and learned that the memorial day for Alfonso Limon was forgotten by the City. Commissioner Kelly also pointed out that the CRC needs their monthly minutes to be completed. Vice Chair Sorkin shared information about a recent meeting held by City Council in which the Mayor spoke asking the public to give input on the upcoming budget. Next public meeting to discuss the budget will be the following Thursday night. Commissioner Theadora thanked Commissioner Kelly for his words regarding Alfonso Limon. Chairman Quintana also thanks Commissioner Kelly for his comments regarding the memorial day for Alfonso Limon.

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H. ADJOURNMENT

Vice Chair Sorkin motioned to adjourn the meeting, seconded by Commissioner Reynoso. The meeting adjourned at approximately 7:56 PM.

The next regular Community Relations Commission meeting will be Monday, November 16, 2015, in the Oxnard City Council Chambers, 305 West 3rd Street, Oxnard, at 6 PM.



Mario Quintana, Commission Chair



Luis G. Gierca, Secretary