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10 **HUMAN RELATIONS COMMISSION**

11 **Thursday, July 9, 2009**
12 Council Conference Room
13 Palo Alto Civic Center
14 250 Hamilton Avenue
15 7:00 PM
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19 **ROLL CALL: Commissioners Present:** Bacchetti, Bernardo, Ezran, Hamilton, Khan, Mora, Savage
20 **Council Liaison:** Yiaway Yeh **Staff:** Kathy Espinoza-Howard, Linda Larson
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23 **ORAL COMMUNICATIONS:**

24 Mr. Abraham- said that there is no demographic data on line for 2009 and that the City Council
25 promised it would be there. Mr. Abraham reiterated what statistical analysis can do for Palo Alto. He
26 said the RAND study (look up stop and frisk on google) is the best study concerning statistical analysis.
27 Mr. Abraham noted that an internal analysis found that 15 officers are constants in giving traffic tickets.
28 He states that more analysis will need to be done to find if there are any ‘out-liars’ within the police
29 department.
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31 Andrew Jentzsch- a former Fireman for the City of Palo Alto spoke on the changes that may be made to
32 his health benefits. Mr. Jentzsch discussed that due to many problems in the ‘system’ his current benefits
33 for medical care have been denied. Mr. Jentzsch handed out packets reporting on the working conditions
34 that exist for employees working for the City of Palo Alto. Mr. Jentzsch stated that he was removed
35 from service for the City of Palo Alto due to stress. He feels the City does not seem to care about the
36 stressful environment existing in working for the City of Palo Alto. He now has had 5 ½ years of no
37 benefits. Mr. Jentzsch went to court but found very little help.
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40 **APPROVAL OF MINUTES:**

41 None
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44 **AGENDA CHANGES, REQUESTS, and DELETIONS:**

45 None
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48 **BUSINESS**
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50 **1. UPDATE ON STATUS OF WORLD MUSIC DAY EVENT:**

51 Commissioner Ezran reported that 42 musical groups showed up or the city's first World
52 Music Day event. There were 30 Volunteers. He estimated that perhaps 5000 people came to the event.
53 Commissioner Ezran said that some of the feedback included the public wanted a longer lasting event
54 and more often. More feedback included that it was a social event and a nice venue to bring people
55 together and build the community but during the event University Avenue should be closed. This idea
56 would need quite a bit of help from the city. Food and drinks were suggested but this may lose the feel
57 of the event and it would be easier to have the restaurants be the provider of foods and drink. To do this
58 next year, there will need to be a larger organizing committee to make it a lot easier. Commissioner
59 Khan thanked Commissioner Ezran for being the producer of this event. She also agreed that there will
60 need to be a working budget as well as many more volunteers. It would also be nice to have a city
61 liaison to help improve the success of the event next year. With growth comes more logistical problems.
62 Commissioner Ezran has a binder of the steps in organizing this event. Commissioner Savage asked if
63 there were any HRC monies to reimburse Commissioner Ezran and Khan. Kathy Espinoza-Howard said
64 no but there is a business district and the chamber of commerce might be able to help develop a budget.
65 Commissioner Ezran said if the city would allow a \$1000 budget it would help a bit more perhaps in
66 website or graphic design. Commissioner Bacchetti asked how a volunteer group is going to be formed.
67 Suggestions were given as Kiwanis, Rotary etc. Commissioner Savage suggested this idea put back on
68 the agenda towards the end of the year to start the planning process.
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71 **2. CONTINUED DISCUSSION OF PROPOSED CIVIC ENGAGEMENT AWARD:**

72 Commissioner Khan asked the HRC to review the nomination process for the civic engagement
73 award. Kathy Espinoza-Howard said she had sent an e-mail after speaking to the City Attorney
74 concerning the Brown Act. Commissioner Khan read the e-mail from the City Attorney which surmised
75 how to not violate the Brown Act via an Ad Hoc committee. Commissioner Khan feels that since the
76 committee has to be limited to 3 people she would like to pull this idea. Discussion followed if there
77 were ways via alternate committee's involvement to give input to a nominee. This should not be too
78 costly but Commissioner Khan would like to see full HRC involvement but she thinks it should be done
79 every year and she does not know if this could actually be carried on due to the other committees being
80 involved. Council member Yeh believed that the council would be very supportive of this award. If there
81 is a documented process it should be easier to continue even during transitions of people. Commissioner
82 Khan really stressed the need for full involvement from at least 2 other HRC members plus other outside
83 people. Commissioner Savage said that this year would be a good year since civic engagement is a main
84 goal of the council. Staff resources would also need to be approved. Commissioner Savage asked that
85 this be put this on the Agenda for the retreat when everyone is present. Council member Yeh thought
86 that if this were brought up during the joint council meeting, the HRC can see how strong the support
87 will be. Commissioner Bacchetti thought it would be a good idea to come up with a business plan. He
88 suggested looking at how other award committees go about the process of nominating and screening
89 nominees. Other committee awards were discussed and were going to be looked into.
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92 **3. COUNCIL BUDDY ASSIGNMENT**

93 Assignments were voted on and assigned as follows:

94 Commissioner Khan with current Mayor Peter Drekmeier

95 Commissioner Mora with Council member Pat Burt

96 Commissioner Ezran with Council member Sid Espinosa

97 Commissioner Hamilton with Council member Yiaway Yeh

98 Commissioner Bacchetti with council members Greg Schmit and John Barton

99 Commissioner Bernardo with Council member Larry Klein
100 Commissioner Savage with Council members Yoriko Kishimoto and Jack Morton

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102 The purpose is to get together for social and professional reasons to see how the council and HRC can
103 work together on goals and work plans.

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106 **4. DISCUSSION OF UPCOMING HRC RETREAT**

107 Kathy Espinoza-Howard told the HRC that this year's retreat will be held from 8:30 to noon,
108 on August 15th, in room H1 at the Cubberley Community Center. The Facilitator for the retreat will be
109 Eve Agiewich unless she cannot make it.

110 It was discussed that the tentative agenda for the retreat is as follows: Civic Engagement Award, goals
111 and formations of sub-committees and discussion of the mission of the HRC. Discuss the Palo Alto
112 Police Department and how they wrestle with challenges and how they are responding. Also to discuss
113 the extent to which the HRC can be more proactive. Is there a role from the HRC in working with other
114 groups to help the city educate youth in this area due to the recent suicides.

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117 **5. REPORTS FROM COMMITTEES**

118 Commissioner Bacchetti told the HRC that there are 20 applicants for the pending Citizen
119 Advisory Group. The group will be made up of 10 citizens and 10 officers. Commissioner Bacchetti was
120 hopeful that interviews will start in august.

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123 **6. REPORTS FROM OFFICIALS:**

124 **A. Commissioner Reports:**

125 None

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127 **B. Council Buddy Reports:**

128 None

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130 **C. Council Liaison Report:**

131 Council member Yeh spoke of the trend of city employees retiring. He noted how the City of
132 Palo Alto is losing a lot of institutional knowledge. Council member Yeh said there is concern on how
133 we make sure the city is staying effective in its services and how to build a pipeline. Commissioner Yeh
134 said that the City of Palo Alto is seen as a destination employer but there is a challenge ahead.

135 Commissioner Bacchetti asked if there is something to be done via the HRC about the cities working
136 environment to make it a better place to work. Council member Yeh thought a discussion of wellness for
137 the city employees would be beneficial. Commissioner Hamilton asked if there could be a way to meet
138 employees to become more familiar with their jobs. Discussion followed on the possibility of the HRC
139 meeting employees of the City of Palo Alto. Councilmember Yeh told the HRC that Ox-mountain has
140 plugged itself into landfill energy and that tapping greenhouse gas energy is becoming more successful.

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142 **D. Staff Liaison Report:**

143 Kathy Espinoza-Howard discussed the proclamations for former HRC Commissioners Donald
144 Mendoza and Adam Atito on the 20th. Commissioner Khan said she will attend to say a few words.
145 Kathy Espinoza-Howard also mentioned about the Coalition of Collaboration which is applying for
146 county money slated for housing subsidies. When the state budget is passed hopefully 1.2million will be
147 accessible. Section 8 vouchers are valuable and the county has allowed more to be available. Ms.

148 Howard also told the HRC that last week an agreement was made to allocate the vouchers to a larger
149 area. Commissioner Hamilton asked about the senior games. He went to a meeting last night and he said
150 there are 3100 volunteers still needed for the games by end of July. Ms. Howard stated that the whole
151 city is trying to gain more volunteers. Commissioner Khan asked what we can do to make sure that
152 demographics are posted on-line which were mentioned by Mr. Abraham. Commissioner Bacchetti said
153 he would make sure that the posting would get done.

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156 **ANNOUNCEMENTS**

157 None

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160 **CALL FOR AGENDA ITEMS**

161 Civic Engagement award volunteers and process

162 City of Palo Alto as a positive work place for employees.

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165 **ADJOURNMENT**

166 The meeting adjourned at 8:31 pm