



**Personnel Committee Meeting
Minutes**
 4pm, Friday, May 26, 2023
 Via Zoom Meeting ID: 831 8438 3391
 4701 Gibbons drive, Carmichael, CA 95608

Staff: Daniel Barton, J.R. Hichborn, Danny Curtola, Nicole Friedrich and Shayne Hawthorne

Committee Members: Robert Evans and Jeff Rothberg

Call to order: 4 pm

1. Approval of March 6, 2023, meeting Minutes.
Minutes approved.

2. Review and discuss the revised Dress Policy 2500.
Barton introduces Nicole Friedrich as the new Administrative Services Manager for MORPD. Barton reviews history of the dress policy and notes the changes made, including changes to the section regarding tattoos. Barton states that the proposed policy changes have already been submitted and approved by county council.

Rothberg questions if any issues have occurred regarding the previous policy of no tattoos.

Barton notes that yes, since tattoos have become typical in society, managers have received a few complaints from staff. Hichborn mentions that it is very hard to find parks maintenance staff without tattoos and during the hotter months it becomes uncomfortable for current staff to wear long sleeves or pants to cover tattoos.

Rothberg questions what would go into Barton’s decision-making process for determining if a tattoo is not appropriate and suggests adding more information in the tattoo section of the policy that specifies what kinds of tattoos are seen as inappropriate.

Barton states that inappropriate tattoos will be obvious such as depictions of weapons, death, drugs, nudity, and offensive language. Barton notes that managerial staff decided to keep the policy in a grey area when rewriting, in case of something that is offensive isn’t listed then MORPD would be covered.

Rothberg states his uncertainty in not having specific restrictions listed in the policy in case of a current or new staff member were to challenge Barton’s or managerial staff’s ruling on appropriateness.

Barton suggests that staff add to the policy if his or a managerial staff members decision is questioned that, the District will go to county council and get a review of their ruling to see if it is fair or not.

Rothberg and Evans agree with the Barton's suggestion to be added to the new policy.

Adjourned 4:32 pm