

**CITY OF ALBUQUERQUE
PERSONNEL BOARD**

SONJA BROWN, CHAIRPERSON
CHRISTOPHER HOLLAND
MARIE JULIENNE
JAMES PENDERGAST
T. ZANE REEVES

WEDNESDAY, JUNE 13, 2018
2:30 P.M.

600 2ND STREET NW, 7TH FLOOR, ALBUQUERQUE, NM 87102

MEMBERS PRESENT:

Sonja Brown-Chairperson
Christopher Holland
Marie Julienne
James Pendergast
T.Zane Reeves

OTHERS PRESENT:

Ian Stoker
Devon Moody
Alfred Creecy
Ron Romero
Janelle Rodriguez

Minutes

I. CALL TO ORDER.

Meeting was called to order at 2:33 p.m., by Chairperson Sonja Brown. Members Christopher Holland, Marie Julienne, James Pendergast and T. Zane Reeves were all present.

II. REVIEW AND APPROVAL OF PERSONNEL BOARD AGENDA FOR WEDNESDAY, JUNE 13, 2018.

Mr. Holland moves to approve the agenda. Mr. Reeves seconded.
Passed 5-0

III. REVIEW AND APPROVAL OF PERSONNEL BOARD MINUTES FOR WEDNESDAY, APRIL 11, 2017.

Mr. Holland moves to approve the minutes. Ms. Julienne seconded.
Passed 5-0

IV. PB-17-06 RON ROMERO, DEMOTION-CITY OF ALBUQUERQUE DEPARTMENT OF MUNICIPAL DEVELOPMENT. RECOMMENDATION OF THE HEARING OFFICER RITA SIEGEL.

Mr. Ron Romero, the Grievant. Mr. Romero stated that he was demoted, given evaluations at 3 months, 6 months and didn't get any more until he was given an expectation plan. Was never given notice for lack of performance. Number seven under the findings of fact were it states that Mr. Romero failed to report to Mr. Reed was not true, he did communicate to both him and Lozoya even though Ms. Melissa Lozoya was his supervisor. He came from NM DOT. Mr. Romero thinks he should of had some training, but was not trained only to be given just a stack of papers. Mr. Romero, stated that he had quite a bit of projects.

Mr. Ian Stoker, Assistant City Attorney, Mr. Stoker addressed some of the points Mr. Romero

gave. What was the issue is that Mr. Romero's skills as a manager and leader. There were some shortcomings, managing the divisions work load, project progression, meeting deadlines, keeping up communication with his superiors. This is not about his skills as an engineer but about his ability to manage the group. Mr. Romero was not given prior discipline. However the evidence from the testimony from Ms. Lozoya, Mr. Reed and Mr. Romero there was a building of an ongoing communication between the three of them about areas where they did have concerns and that they were trying to address, which were not changing. That is what led Ms. Lozoya to the performance evaluation plan and that demotion was the appropriate step. Mr. Stoker would like the Board to uphold the hearing officer's recommendation.

V. **RECEIPT, APPROVAL AND SIGNING OF STIPULATED DISMISSALS AND SETTLEMENTS.**
None

VI. **VOTE TO CLOSE THE MEETING PURSUANT TO SECTION 10-15-1(H)(2) (LIMITED PERSONNEL MATTERS) AND 10-15-1(H)(7) (THREATENED OR PENDING LITIGATION) OF THE NM OPEN MEETINGS ACT.**

Mr. Holland, moves to close the meeting. Mr. Pendergast seconded.
Passed 5-0

Mr. Holland moves to open the meeting. Mr. Pendergast seconded.
Passed 5-0

Only matters discussed in closed session where matters:

PB-17-06 Ron Romero
Mr. Pendergast moves uphold the Hearing Officers Recommendation. Ms. Brown and Ms. Julianne opposed
Passed 3-2

VII. **PUBLIC COMMENTS.**
None

VIII. **OTHER MATTERS.**
None

IX. **ADJOURNMENT.**
Meeting adjourned at 3:11p.m

APPROVED:

CHAIRPERSON (Sonja Brown)
City Personnel Board

DATE

cc: *Timothy M. Keller, Mayor*
Trina Gurule, Acting City Clerk