



Personnel and Public Employees Committee Report

915 I Street, 1st Floor, Sacramento, CA 95814

www.cityofsacramento.org

File ID: 2019-00921

June 25, 2019

Discussion Item 03

Title: Interviews for the Compensation Commission

Location: Citywide

Recommendation: 1) Conduct interviews of applicants to the Compensation Commission for **Seat B:** Member representing the public at large; and 2) continue the item to the next meeting for discussion and nomination.

Contact: Wendy Klock-Johnson, Assistant City Clerk, (916) 808-7509, Office of the City Clerk.

Presenter: None

Attachments:

- 1-Description/Analysis
- 2-Board Details and Roster
- 3-Applications

Description/Analysis

Issue Detail: Prior to forwarding nominations to the Mayor for appointment, the Personnel and Public Employees Committee conducts interviews of applicants for open board and commission positions.

Policy Considerations: None.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: None.

Commission/Committee Action: None.

Rationale for Recommendation: When a position on a City board or commission becomes available through term expiration or resignation, the Office of the City Clerk conducts a recruitment for interested parties. When the application period has closed, the Personnel and Public Employees Committee conducts interviews of the applicants and forwards nominations to the Mayor for appointment.

Financial Considerations: None.

Local Business Enterprise (LBE): None.

Background: There are four candidates applying to one position.

VACANCY INFORMATION

Seat Description	Term	Term Ending Date	Residency	Incumbent
Seat Letter B: Member representing the public at large.	Full	12/31/2021	Required	Incumbent resigned.

SUMMARY OF NEW APPLICANTS

Applicant Name	Eligible Seat(s)	District	Interview Status
Neptaly Taty Aguilera	B	7	Attendance confirmed.
Hung Nguyen	B	6	Attendance confirmed.
Michael Richardson	B	5	Attendance confirmed.
Luis Sumpter	B	4	Attendance not confirmed.



COMPENSATION COMMISSION

BOARD ROSTER



DAVID KAWADA

2nd Term Dec 11, 2016 - Dec 11, 2020

Appointing Authority Nominated by P&PE/Appointed by the Mayor

Seat Seat D

Ethics Training Next Due 02/24/2020

Position Member representing the public at large



DEBRA FINCH

Partial Term Dec 18, 2018 - Dec 31, 2020

Appointing Authority Nominated by P&PE/Appointed by the Mayor

Seat Seat C

SEI Form 700 On file Current

Ethics Training Next Due 12/19/2020

Position Member representing the public at large



ARTHUR SCOTLAND

Partial Term Dec 04, 2018 - Dec 31, 2020

Appointing Authority Nomination: P&PE Committee / Appointment: Mayor

Seat Seat A

Ethics Training Next Due 12/04/2019

Position A retired judicial officer, who shall be the chair of the commission



TIFFANI FINK

1st Term May 29, 2018 - Dec 11, 2021

Appointing Authority Nominated by P&PE/Appointed by the Mayor

Seat Seat E

SEI Form 700 On file Current

Ethics Training Next Due 05/15/2021

Position Member representing the public at large



VACANCY

Appointing Authority Nominated by P&PE/Appointed by the Mayor

Seat Seat B - Application Period Open Until Filled

Position Member representing the public at large

Profile

Neptaly Taty

First Name

Aguilera

Last Name

Indicate which council district you live or work in. *

Council District 7

[Redacted]

Email Address

[Redacted]

Primary Phone

City Advisory Body Information

Which Boards would you like to apply for?

Compensation Commission: Eligible

Question applies to Compensation Commission

Please check EACH seat for which you are eligible to serve (pull down menu) *

Seat B - Member representing the public at large

Applicant Interest Statement

Please state the reason(s) you would like to be a member of this board or commission and share any additional experience, community activities, or other qualifications that would be helpful in evaluating your application.

I have 40 years of work experience in State government: HR, Budgets, Collective Bargaining, Salary Compensation & Surveys, Geographic Differential Pay Scales, Professional Recruitment, Compensation and Retention.

Qualification Confirmation

List all experience specific to the board or commission seat you are applying for.

Compensation Commission

Prior Service

List any current or prior service on a City of Sacramento Board or Commission

No prior service with City of Sacramento, however, I served on the Sacramento County Grand Jury for two years.

Education

1969-1973

Attended (mm/yy - mm/yy):

UC Davis

Institution Name:

BA-Psychology & Economics

Degree Earned & Area of Study:

Employment

1973-2013

From (mm/yy) - To (mm/yy):

State of California

Employer Name & Address:

Job Duties

Career Executive Assignment (CEA) in HR, Budgets, Collective Bargaining, Salary Compensation & Surveys, Professional Compensation, R

Business Ownership

Acknowledgments

Application Information Acknowledgment

You agree that all of the information you have provided on this application is true and correct.

I Agree

Commissioner Training

You agree that if appointed a board or commission of the City of Sacramento you will complete all training required of commissioners.

I Agree

Referral

How did you hear about the opening? *

City of Sacramento Website

Accommodation Information

Please identify any special accommodations (if any) needed for equal participation

None

Demographics

Ethnicity *

[Redacted]

Gender *

[Redacted]

Sexual Orientation *

[Redacted]

[Redacted]

Date of Birth

Profile

Hung

First Name

Nguyen

Last Name

Indicate which council district you live or work in. *

Council District 6

Email Address

Primary Phone

City Advisory Body Information

Which Boards would you like to apply for?

Compensation Commission: Eligible

Question applies to Compensation Commission

Please check EACH seat for which you are eligible to serve (pull down menu) *

Seat B - Member representing the public at large

Applicant Interest Statement

Please state the reason(s) you would like to be a member of this board or commission and share any additional experience, community activities, or other qualifications that would be helpful in evaluating your application.

I would like to be a member of this commission because I genuinely want to do what is right for the people of Sacramento. I would make decisions that are fair, data driven, and help establish compensation that bring in qualified candidates. Also, I am the former Vice President and current President of Capitol Toasters – Toastmasters Club, where I do what is best for benefit of our members.

Qualification Confirmation

List all experience specific to the board or commission seat you are applying for.

I have 8 years of work experience with the State of California, Employment Development Department (EDD), Labor Market Information Division (LMID) working with various occupational and industry datasets, including the Occupational Employment Statistics (OES) dataset.

Prior Service

Education

09/03 - 07/07

Attended (mm/yy - mm/yy):

UC Davis

Institution Name:

Economics, Communication

Degree Earned & Area of Study:

01/08 - 12-12

Attended (mm/yy - mm/yy):

Consumnes River College

Institution Name:

Accounting

Degree Earned & Area of Study:

Employment

10/18 - Present

From (mm/yy) - To (mm/yy):

Department of Developmental
Services

Employer Name & Address:

Job Duties

Analyze system requirements and modifications to meet current and future program needs. Develop, deploy, and maintain report and analysis deliverables including requirements, specifications, code, and documentation. Perform statistical, mathematical and other analyses. Use qualitative and quantitative methods to design comprehensive research and analysis studies. Consult with DDS staff to define customer requirements, develop solutions and fulfill information needs. Provide data expertise and guidance to internal and external customers to identify data sources and appropriate information products. Consult with program staff and assist on projects and requests requiring confidential data and information exchange. Recommend program strategies and policy changes based on analysis of data.

03/10 - 10-18

From (mm/yy) - To (mm/yy):

Employment Development
Department

Employer Name & Address:

Job Duties:

- Program dynamic SAS macros and Visual Basics (VBA) programs to expedite and reduce errors of common ad-hoc requests. - Teach SAS programming and provide mentoring to staff of various skill levels in both a group and individual setting. - Provide guidance, technical assistance, and quality review to SAS programmers to ensure timely completion of projects. - Write proper documentation of SAS and Visual Basics (VBA) programs for future reference. - Consult with multiple levels of staff and branches to gather user requirements, analyzed and designed Tableau visual analytics dashboards to implement a front-end business intelligence solution for workforce succession and career planning. - Provide post-production support of Tableau dashboards and SAS programs. - SharePoint administrator responsible for managing user permissions, training, and working with information technology staff to resolve highly technical issues.

Business Ownership

Acknowledgments

Application Information Acknowledgment

You agree that all of the information you have provided on this application is true and correct.

I Agree

Commissioner Training

You agree that if appointed a board or commission of the City of Sacramento you will complete all training required of commissioners.

I Agree

Referral

How did you hear about the opening? *

City of Sacramento Website

Accommodation Information

Demographics

Ethnicity *

None Selected

Gender *

[Redacted]

Sexual Orientation *

[Redacted]

[Redacted]

Date of Birth

Profile

Michael

First Name

Richardson

Last Name

Indicate which council district you live or work in. *

Council District 5

[REDACTED]
Email Address

[REDACTED]
Primary Phone

City Advisory Body Information

Which Boards would you like to apply for?

Compensation Commission: Eligible

Question applies to Compensation Commission

Please check EACH seat for which you are eligible to serve (pull down menu) *

Seat B - Member representing the public at large

Applicant Interest Statement

Please state the reason(s) you would like to be a member of this board or commission and share any additional experience, community activities, or other qualifications that would be helpful in evaluating your application.

Sacramento needs young vibrant hardworking citizens to take of the mantle of protecting our local institutions and ensuring the public has faith in our elected officials as well as safeguarding our elected officials from financial ruin for their service. I am a dedicated member of my local neighborhood association (Colonial Heights) and believe my background and experience in business / tax law as well as my legal experience makes me a good candidate for this position.

Qualification Confirmation

List all experience specific to the board or commission seat you are applying for.

Through my legal practice, I have experience examining highly complicated and detailed financial transactions as well as evaluating compensation for employees in the construction context which will transfer to this position.

Prior Service

List any current or prior service on a City of Sacramento Board or Commission

None

Education

09/11-05/14

Attended (mm/yy - mm/yy):

McGeorge School of Law

Institution Name:

Juris Doctorate

Degree Earned & Area of Study:

09/07-06/11

Attended (mm/yy - mm/yy):

UC Davis

Institution Name:

Bachelor of Arts

Degree Earned & Area of Study:

Employment

06/16-Present

From (mm/yy) - To (mm/yy):

Sims, Lawrence & Arruti

Employer Name & Address:

Job Duties

Associate Attorney advocating and defending the legal rights and interests of residential / commercial builders and subcontractors throughout the entire state of California.

Business Ownership

Acknowledgments

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I Agree

Commissioner Training

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I Agree

Referral

How did you hear about the opening? *

City of Sacramento Website

Accommodation Information

Please identify any special accommodations (if any) needed for equal participation

None

Demographics

Ethnicity *

[Redacted]

Gender *

[Redacted]

Sexual Orientation *

[Redacted]

[Redacted]

Date of Birth

Profile

Luis _____ Sumpter _____
First Name Last Name

Street Address

Suite or Apt

Sacramento _____
City

CA _____
State

95814 _____
Postal Code

Indicate which council district you live or work in. *

Council District 4

Email Address

Primary Phone

City Advisory Body Information

Which Boards would you like to apply for?

Compensation Commission: Eligible

Question applies to Compensation Commission

Please check EACH seat for which you are eligible to serve (pull down menu) *

Seat B - Member representing the public at large

Applicant Interest Statement

Please state the reason(s) you would like to be a member of this board or commission and share any additional experience, community activities, or other qualifications that would be helpful in evaluating your application.

Cultural diversity, longtime independent businessperson and community involvement make me an excellent choice to bring a public voice to the Compensation Commission. Additionally, I have strong attention to detail, effective communication skills, am an excellent listener and know how to work collaboratively in a group; all which are important in a role that will greatly affect our elected officials on how their work is recognized and how they are compensated. Thank you for your consideration.

Qualification Confirmation

List all experience specific to the board or commission seat you are applying for.

Alkali Flat/Mansion Flats Historic Neighborhood Association, Boardmember; Preservation Sacramento, Boardmember; Leadership Academy, Sacramento Association of Realtors, Chair;

Prior Service

List any current or prior service on a City of Sacramento Board or Commission

Police Chief Interview Panel; Alkali Flat Redevelopment Agency Commission

Education

1993-1995

Attended (mm/yy - mm/yy):

Seattle Central Community College

Institution Name:

no degree. Deaf studies/ASL

Degree Earned & Area of Study:

Employment

01/10 - present

From (mm/yy) - To (mm/yy):

Better Homes and Gardens

Employer Name & Address:

Job Duties

Realtor

01/02 - 01/10

From (mm/yy) - To (mm/yy):

McMartin Realty

Employer Name & Address:

Job Duties:

Realtor

Business Ownership

Acknowledgments

Application Information Acknowledgment

You agree that all of the information you have provided on this application is true and correct.

I Agree

Commissioner Training

You agree that if appointed a board or commission of the City of Sacramento you will complete all training required of commissioners.

I Agree

Referral

How did you hear about the opening? *

Other

Councilmember Hansen

If Other, please describe.

Accommodation Information

Demographics

Ethnicity *

None Selected

Gender *

[REDACTED]

Sexual Orientation *

[REDACTED]

[REDACTED]

Date of Birth