



CITY OF GILROY
PERSONNEL
COMMISSION
REGULAR MEETING
AGENDA



MONDAY, SEPTEMBER 22, 2025 | 5:30 PM

GILROY CITY HALL – ADMINISTRATIVE SERVICES CONFERENCE ROOM
7351 ROSANNA STREET, GILROY, CA 95020

Chair: Catherine Cummins

Vice Chair: Nita Edde-Mitchell

Commissioners: Linda Allen, Marissa Haro, Vacant

Staff Liaison: LeeAnn McPhillips, Human Resources Director



In compliance with the Americans with Disabilities Act, the City will make reasonable arrangements to ensure accessibility to this meeting. If you need special assistance to participate in this meeting, please contact the City Clerk's Office at least 72 hours prior to the meeting at (408) 846-0204 or cityclerk@cityofgilroy.org to help ensure that reasonable arrangements can be made.



Materials related to an item on this agenda submitted to the City of Gilroy Personnel Commission after distribution of the agenda packet are available with the agenda packet on the City website at www.cityofgilroy.org subject to Staff's ability to post the documents before the meeting.

KNOW YOUR RIGHTS UNDER THE GILROY OPEN GOVERNMENT ORDINANCE

Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, task forces, councils and other agencies of the City exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.

FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE OPEN GOVERNMENT ORDINANCE, TO RECEIVE A FREE COPY OF THE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE OPEN GOVERNMENT COMMISSION STAFF AT (408) 846-0204

PUBLIC COMMENT GUIDELINES:

During the **PUBLIC COMMENT ON ITEMS NOT ON THE AGENDA** portion of the meeting, each person wishing to speak should prepare a presentation of not more than three (3) minutes. Persons wishing to address the Commission are requested, but not required, to complete a Speaker's Card located at the entrances. Completion of this speaker's card is voluntary. All persons may attend this meeting and speak, regardless if a card is completed or not. Speaker's slips should be submitted to the Secretary **BEFORE** this portion of the meeting begins. Anyone wishing to address the Commission on any other item on this **AGENDA** is requested, but not required, to fill out a speaker's slip as well and submit it to the Secretary **BEFORE** the Commission takes action on the item.

The agenda for this regular meeting is as follows:

1. **OPENING**

1.1 **Call Meeting to Order (Chairperson)**

1.2 **Roll Call**

1.2 **Report on Posting the Agenda (HR Director, LeeAnn McPhillips)**

2. **COMMUNICATIONS BY MEMBERS OF THE PUBLIC FOR ITEMS NOT ON THE AGENDA**

Public comment by members of the public on items NOT on the agenda, but within the subject matter jurisdiction of the Personnel Commission. Please limit your comments to three (3) minutes. (This portion of the meeting is reserved for person desiring to address the commission on matters not on the agenda. The law does not permit Commission action or extended discussion of any item not on the agenda except under special circumstances. If Commission action is requested, the Commission may place the matter on a future agenda.)

3. **APPROVAL OF MINUTES**

3.1. Approval of Minutes for the Meeting of July 28, 2025 (report attached).

4. **HUMAN RESOURCES DIRECTORS REPORT**

4.1. Commission Appreciation Dinner – November 20, 2025

4.2. Update on Employee Events

4.3. City Administrator Search

5. **INFORMATIONAL ITEMS**

5.1. Recruitment & Employment Status Report (report attached)

6. **NEW BUSINESS**

6.1. **Updates to Job Description for Systems Administrator (report attached)**

1. Staff Report: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager

2. Public Comment

3. Possible Action:

Approve updates to the job description for Systems Administrator.

6.2. **Job Description, Salary Range, and Reclassification to New Position of Water Systems Superintendent (report attached)**

1. Staff Report: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager

2. Public Comment

3. Possible Action:
 1. Approve job description for the new position of Water Systems Superintendent.
 2. Approve salary range for the new position of Water Systems Superintendent.
 3. Approve reclassification of Jeff Castro to the new position of Water Systems Superintendent.

6.3. **Reclassification to Position of Senior Management Analyst in Utilities Department (report attached)**

1. Staff Report: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager
2. Public Comment
3. Possible Action:

Reclassification of Management Analyst Izabela Cirloganu to the classification of Senior Management Analyst for the Utilities Department.

6.4. **Job Description & Salary Range for New Position of Economic Development Director (report attached)**

1. Staff Report: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager
2. Public Comment
3. Possible Action:

1. Approve job description for the new position of Economic Development Director.
2. Approve salary range for the new position of Economic Development Director.

6.5. **Updates to Job Description for Human Resources Technician I (report attached)**

1. Staff Report: LeeAnn McPhillips, Administrative Services and Human Resources Director / Risk Manager
2. Public Comment
3. Possible Action:

Approve updates to the job description for Human Resources Technician I.

7. **FUTURE PERSONNEL COMMISSION BUSINESS**

- 7.1. Employee Discipline Appeal Hearing (dates to be determined)
- 7.2. Job Description and Salary Range for New Classification of Water Operator

- 7.3. Job Description and Salary Range for New Classification of Water Quality Specialist
- 7.4. Updates to Sworn and Non-Sworn Police Department Job Descriptions

8.

ADJOURNMENT

NEXT MEETING OF THE PERSONNEL COMMISSION

The next regularly scheduled meeting of the Personnel Commission is scheduled for Monday, October 27, 2025 at 5:30 p.m.

MEETING SCHEDULE

The City of Gilroy Personnel Commission meets regularly on the fourth Monday of each month at 5:30 p.m.

If a holiday should fall on the regular meeting date, the meeting will be rescheduled to the following Monday.