



EXECUTIVE COMMITTEE AGENDA

November 6, 2023 at 9:00 AM

41550 Eclectic, Palm Desert, CA 92260

Board members must attend in person. The public may participate in person or by way of Zoom/Teleconference:

Join Zoom Meeting

<https://us02web.zoom.us/j/83339108331>

Call-In: 1 669 444 9171 Meeting ID: 833 3910 8331

This meeting will be conducted in-person and is consistent with Governor Newsom's Assembly Bill 2449, preserving AB 361 and adding two more options for hybrid meetings: "just cause" and "emergency circumstances."

Committee members: Chair: J. Pye, Vice-Chair M. Gialdini, Treasurer: M. Gonda, Secretary: A. Wilson, Members: C. Borba, B. Kroonen, J. Hayes, Maria Meyer.

I. CALL TO ORDER and ROLL CALL

II. APPROVAL OF THE AGENDA

In order to meet Brown Act requirements, items may be added to the agenda only upon decision by a majority of the Board of Directors to add the item because of a need for immediate action.

Motion: Second: Approved: Opposed: Abstention Name(s):

III. PUBLIC COMMENT / PRESENTATIONS

Public Comments: All persons wishing to speak may contact RAP (Mreyes@RAPFoundation.org) for instructions on how to participate and be recognized at the appropriate time. General comments regarding non-agenda items will be called for at this time. Specific comments regarding agenda items will be called for during discussion of each item. Please be prepared to limit your remarks to 3 minutes.

IV. Approval of Draft Minutes October 16, 2023 ([Attach. #1](#))

Motion: Second: Approved: Opposed: Abstention Name(s):

V. New Business – Action May Be Required

A. Consider changing the employee Paid Time Off (PTO) policy. The current policy includes Sick Time in the PTO allocation. Per pay period, the following amounts are accrued:

- 0-4 years accrual of 3.07 hours
- 5- 10 years accrual of 4.61 hours
- After 10 years accrual of 6.51 hours

The new policy effective no later than January 1, 2024 would leave the current PTO accrual of hours and add 3.07 hours per pay period for Sick Leave for all employees which would be 2 weeks of Sick Leave. The Executive Committee directed the CEO to bring this item back for consideration and to provide the Employee Handbook ([Attach. #2](#)). In addition, the CEO has provided a summary of



Health, Mental Health, Juvenile Intervention

employee benefits and how RAP’s benefits compare to other similar organizations with similar mission/revenue ([Attach. #3](#)).

Effective January 1, 2024 the State of California has increased paid sick leave to 5 days. The CEO is proposing to leave the PTO accrual *as is* and add a separate Sick Leave accrual of 3.07 (2 weeks a year) and no additional time can be accrued until used.

Motion: Second: Approved: Opposed: Abstention Name(s):

B Hire Grant Readers

RAP does not have sufficient Grant Readers to provide input on grant applications for Request For Proposals and Small Grants. The limited number of volunteers we currently have sometimes are not able to provide input timely. CEO brought up the idea of creating a stipend policy for readers. After checking with our HR attorney, the CEO recommendation is to hire up to four part-time employees to serve as readers. The job description is attached. ([Attach.#4](#))

Motion: Second: Approved: Opposed: Abstention Name(s):

C. Discuss and Consider Issues to be assigned to the Governance Committee:

- Revising the Diversity, Equity, Inclusion (DEI) policy to integrate into the Grant process.
- Waiving the Board Contribution for Blythe Board members
- Review Mission and Value Statements

Motion: Second: Approved: Opposed: Abstention Name(s):

D.Coachella Valley Healthy Living Amendment Still Pending – Information only

The Coachella Vally Healthy Living contract was implemented in December 2022 and is expected to end on June 30, 2024. This Amendment extends the Coachella Vally Healthy Living contract with the County of Riverside Public Health until September 30, 2026. The grant amount will increase from the original awarded amount of \$162,000 to \$812,500 to cover hiring one full-time Program Person and one part-time accountant. The agreement is expected to be presented to the Board of Supervisor in early November. Once it is ready, RAP staff will provide it to the Board for action.

VI. Board Member/Staff Comments:

Unfortunately, our CAL AIM application was denied. There were nine organizations selected in Riverside County.



VII. Future Topics:

Next meeting proposed for December 4 at 9 AM. - Two requests for waiving limit for Small Grant and Consider new position for Grants and NPO Centric.

VIII. ADJOURNMENT: Agenda Posting: Agendas will be posted on the Foundation website – www.RAPFoundation.org – a minimum of 72 hours prior to the meeting date. All public record documents for matters on the open session of the Agenda are available for inspection three days prior to the meeting date on the website. If a public record document that relates to a matter on the open session of the Agenda is distributed less than 72 hours prior to the meeting date, the public record document shall be available for inspection upon request. This agenda will be made available in appropriate alternative formats to persons with disabilities, as required by Section 202 of the Americans with Disabilities Act of 1990.