



Health, Mental Health, Juvenile Intervention

SPECIAL EXECUTIVE COMMITTEE AGENDA

Monday March 18 at 10:30 AM (Note: Meeting is regularly at 9:00 AM.)

41550 Eclectic, Palm Desert, CA 92260
1600 Holcombe Blvd., Houston, Texas 77030

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/85336953104>

Call-In: 1 669 444 9171 Meeting ID: 853 3695 3104

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

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. Consent Items:

A. Approval of Draft Minutes February 20, 2024 ([Attach. #1](#)).

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

B. "Board Development" Session Planned is scheduled for April 24 from noon to 5 PM followed by Social Hour from 5 PM- 6 PM at UCR Palm Desert. - **Information Only**

V. New Business – Action May Be Required

A. Board Chairperson's Comments

B. Request from Lift To Rise (LTR) for Funding to Purchase a Building, \$50,000 ([Attach. #2](#))-

LTR is seeking funding to purchase a building in Palm Desert. LTR CEO Heather Vaikona will attend.

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



C. Acknowledge Fourth District Supervisor's contribution for AC replacement. - CEO to provide update and suggest item to be continued until later this year for discussion.

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

D. The 2024 Employee Handbook - Fitzgerald and Mule's updated document. (**Attach. #3**). Continue discussion on issues below introduced at the February Committee meeting:

1. Pregnancy/reproductive leave or pay- Contribute towards disability pay to increase amount to before leave level. Effective change to Employment Law Jan. 1, 2025 (**Attach. #3A and #3B**)

Options for consideration:

- a. Make no change to current pay.
- b. Offer additional 3 weeks of paid time off can be used anytime in a 12-month period.
- c. Integrate additional pay to combine with SDI pay – Current SDI pay is approximately 75% of gross pay.
- d. Offer a policy for short and long-term disability for any disability– for example AFLAC- but would not be effective until 12 mos. Prior to pregnancy.

2. Education incentive- Define what qualifies.

Defined as: Continuing education to benefit RAP that is appropriate for staff's current role.

- The amount currently allowed per budget allowance- Fiscal Year 2023-2024 – Up to \$1500.
- Propose an increase for FY 2024-2025; the amount to change to \$2000.

3. Process for employees to report possible CEO misconduct. Options include:

- a. Utilize the Executive Committee to respond to issues.
 - Employee contacts Board Chair –may be in writing or verbal.
 - Board Chair contacts HR attorney
 - Board Chair schedules a Closed Session for Executive Committee to consider
 - Executive Committee – schedules a Closed Session for Board of Directors to consider
- b. Creating a separate “Whistle Blower” Committee to convene as needed. Appoint committee with interested board members. Nominate Chair and Vice-Chair.
 - Employee contacts Committee Chair –may be in writing or verbal.
 - Whistle Blower Committee Chair – contacts HR attorney
 - Whistle Blower Committee Chair – schedules a Closed Session for Executive Committee.
 - Executive Committee – schedules a Closed Session for Board of Directors to consider

4. Review/update the 2024 Employee Handbook.

Staff Recommendation: To recommend to the Board to adopt the 2024 Employee Handbook prepared by HR Attorney. Incorporate committee's decisions on: Pregnancy/Reproductive Leave or Pay, Education incentive, Process to report possible CEO misconduct.

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



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- E. Review of Use of Consultants for NPO Centric** – At the January meeting, the Executive Committee directed the CEO to invite our HR attorney, David Mule to a meeting one week prior to the regular March Executive Committee meeting to address questions. However, David Mule declined the invitation as he felt that he had thoroughly discussed topic with CEO and Board Treasurer previously and there was nothing more he could add.

Staff Recommendation: To make a change to how NPO Centric utilizes consultants. ([Attach. #4](#))

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

- F. UCR Nonprofit Certificate Program** - Proposal was considered by the NPO Centric Committee at February 20th meeting. There are two options provided. Option A is the one preferred by staff and the NPO Centric Committee. ([Attach. #5](#))

NPO Centric Committee Recommendation: Recommend the Executive Committee allocate \$68,750 for 20 Nonprofit students to go through the UCR accredited certification program in nonprofit management for the Fall 2024 semester (FY24-25) and ratify at the March RAP board meeting. Plus \$10,000 for graduation. Total: \$78,750. A decision is needed by March 19 to allow for submittal of curriculum to the UCR Senate for inclusion in Fall 2024 class schedule.

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

G. Staffing Updates

H. Annual Review of Reserve Policy as required by Resolution.

Postponed until May when the Financial information needed is expected to be ready.

VI. Board Member/Staff Comments:

VII. Closed Session:

Personnel CA Code 54957.6 - CEO Annual Performance Evaluation Process

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 or 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.