

July 5, 2007

City Council Meeting
July 10, 2007

Mayor and Members
of the City Council

**APPOINTMENT TO UNEXPIRED TERM
ON THE CIVIL SERVICE BOARD**

Recommendation:

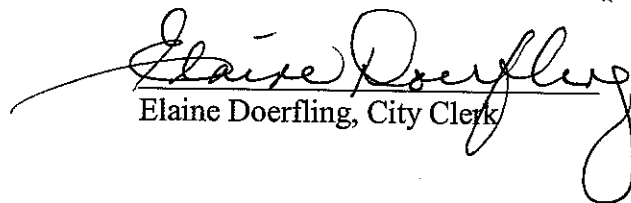
It is recommended that the City Council appoint from among the applicants to fill the unscheduled vacancy on the Civil Service Board for an unexpired term ending July 15, 2008.

Background:

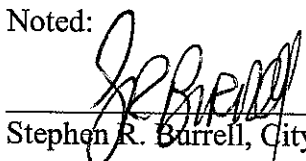
At its meeting of June 26, 2007, the City Council scheduled a meeting for 6:30 p.m. Tuesday, July 10, 2007 for the purpose of interviewing Civil Service Board applicants, with appointment to be made at the regular July 10 meeting.

It was brought to my attention today that an application emailed to my office on June 9 had been inadvertently excluded from the applicants listed in the Council memo for the June 26 meeting. The applicants for the Board vacancy are:

R. Douglas Collins
Neil Brian Escalante
Joanne Hollingsworth
Mike Schweid


Elaine Doerfling, City Clerk

Noted:


Stephen R. Burrell, City Manager

**CITY OF HERMOSA BEACH
BOARD/COMMISSION APPLICATION**

NAME OF COMMISSION Hermosa Beach Civil Service Board

Name R. Douglas Collins Home Phone: 310-798-2646

Address: 548 2nd Street, H.B., CA 90254-5222 Email: doug.collins@roadrunner.com

Occupation/Profession: Labor Arbitrator

Name of Employer Self Bus. Phone: 310-372-8959

Address of Employer 703 Pier Avenue, Suite B # 805, Hermosa Beach, California 90254-3943

REFERENCES:

Local: Claudia Levin, 720 24th St., Hermosa Beach, CA 90254; 310-372-1293

Professional: Arbitrator Tomas T. Roberts, 1 El Concho Ln, Rolling Hills, CA 90274; 310-377-6969

Other: Attorney Alan G. Atlas, Atkinson, Andelson, Loya, Ruud & Romo, Cerritos, CA; 562-653-3200

COMMUNITY PARTICIPATION AND SERVICE (past and present): _____

Community Watch.

Why do you wish to become a Commission member? To serve my new community in a professional manner in a field in which I have a great deal of experience and knowledge.

What do you feel are the duties and responsibilities of a Commission member? To administer applicable laws and regulations in a manner that is appropriate and fair to all persons within the commission's jurisdiction and to the city itself.

R. DOUGLAS COLLINS

Arbitrator & Mediator

703 Pier Avenue, Suite B # 805
Hermosa Beach, California 90254-3943
E-Mail: doug.collins@roadrunner.com
Telephone: (310) 372-8959
Cell: (818) 427-4166
Fax: (310) 372-8959

RÉSUMÉ

Updated 6/9/07

RELEVANT EXPERIENCE

- 1978 to present: Private practice as an arbitrator, mediator, fact finder, and hearing officer in the resolution of labor-management disputes in the public and private sectors.
- 1972 to 2000: Executive Director, Los Angeles City Employee Relations Board. Administrative head of neutral agency responsible for resolving disputes between the City of Los Angeles and unions of its employees. Areas of responsibility included representation issues, arbitration, mediation, fact finding, unfair labor practice charges, budget, personnel, supervision of staff, and general administration.
- 1982 to 1990: Instructor for UCLA Extension and for the Los Angeles Community College District's Labor Center, teaching courses in public sector labor-management relations.

PROFESSIONAL AFFILIATIONS

- National Academy of Arbitrators; Member, 1989 – Present; Board of Governors, 2001 – 2004
- Association of Labor Relations Agencies; President, 1991 – 1992
- UCLA Institute of Industrial Relations Association; President, 1989 – 1991
- Industrial Relations Research Association; Chapter Board of Directors, 1986 – 1990

EDUCATION

- Occidental College, Los Angeles, California; Bachelor of Arts, Political Science, 1968
- UCLA Institute of Industrial Relations; Certificate, Public Sector Labor Relations, 1974

PUBLICATIONS

- *Factfinders Resource Manual*, (co-author) California Public Employment Relations Board, 1987;
- "Forum: Some More Views On The Use Of Factfinding," *California Public Employee Relations*, December 1986; • "Arbitrating Agency Fee Disputes: The Courts Set the Stage," (co-author) *California Public Employee Relations*, June 1986; • "Agency Shop In Public Employment," *Public Personnel Management*, Summer 1986; • "Reflections of an Arbitrator," *Discipline and Grievances*, October 1988.

AGENCY PANELS

• American Arbitration Association • California Public Employment Relations Board • California State Mediation & Conciliation Service • Federal Mediation & Conciliation Service • Los Angeles City Employee Relations Board • National Mediation Board • Nevada Local Government Employee-Management Relations Board • Nevada State Labor Commissioner • Oregon Public Employment Relations Board • Washington Public Employment Relations Commission

ISSUES ARBITRATED

• Affirmative Action • Absenteeism • Arbitrability • Bargaining Unit Work • CCW Permits • Conduct (Off Duty/Personal) • Demotion • Discipline (Non-Discharge) • Discipline (Discharge) • Discrimination (Age, Disability, Race, Sex, Religion, National Origin) • Drug/Alcohol Offenses • Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation) • Grievance Mediation • Health/Hospitalization • Hiring Practices • Job Performance • Job Posting/Bidding • Layoffs/Bumping/Recall • Management Rights • Past Practices • Pension and Welfare Plans • Promotion • Retirement • Safety/Health Conditions • Seniority • Sexual Harassment • Strikes • Work Stoppages • Slowdowns • Subcontracting/Contracting Out • Tenure/Reappointment • Union Security • Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay) • Work Hours/Schedules/Assignments • Working Conditions/Work Orders • Violence & Threats

INDUSTRIES & GOVERNMENT

• Aerospace • Airlines • Agriculture • Automotive • Bakery • Beverage • Broadcasting • Cement • Chemicals • Cities • Communications • Community Colleges • Construction • Counties • Education • Electronics • Entertainment/Arts • Federal Government • Food (Manufacturing/ Processing/Service) • Furniture • Grain Mill • Health Care • Higher Education • Hotels/Motels/ Casinos/Resorts • Hospitals/ Nursing Home • Maritime • Meat Packing • Mining • Office Workers/ Clerical • Organizations • Petroleum/ Petrochemicals • Plumbing • Police and Fire • Postal • Printing and Publishing • Prison Guard • Railroads • Refrigeration/HVAC • Restaurants • Retail Stores • Rubber/Tire • Schools • Special Districts • State Government • Transportation • Trucking & Storage • Unions • Utilities • Warehousing

PERMANENT ARBITRATION PANELS

• AHMC Healthcare Incorporated & Service Employees International Union/United Healthcare Workers – West • Alliance of Motion Picture and Television Producers & Directors Guild of America • Alliance of Motion Picture and Television Producers & Writers Guild of America, West • AT&T & Communications Workers of America • California State University & California Faculty Association • California State University & California State University Employees Union • California State University & Academic Professionals of California (Sole Permanent Umpire) • California State University & United Automobile Workers • California Teachers Association & California Associate Staff • California Teachers Association & California Staff Organization • City of Beverly Hills & Management and Professional Employees Association • City of Beverly Hills & Municipal Employees Association • City of Costa Mesa & Costa Mesa City Employees Association • City of Costa Mesa & Costa Mesa Police Association • City of Torrance & Torrance Police Officers Association • City of North Las Vegas & Teamsters • Clark County, Nevada, & International

Association of Fire Fighters • Community and Mission Hospital & Service Employees International Union/United Healthcare Workers – West • Coca Cola Bottling Company of San Diego & Teamsters • County of Riverside & Laborers International Union of North America • County of Riverside & Riverside Sheriff's Association • County of Riverside & Service Employees International Union • County of Yolo & Yolo County Deputy Sheriff's Association • Disneyland Resort & UNITE HERE • Integrated Healthcare Holdings & Service Employees International Union/United Healthcare Workers – West • Kaiser Permanente & Service Employees International Union • Kaiser Permanente & Office and Professional Employees International Union • KCOP Television & International Alliance of Theatrical and Stage Employees • Los Angeles Area Race Tracks & International Brotherhood of Teamsters • Los Angeles County Metropolitan Transit Authority & Amalgamated Transit Union • Los Angeles Unified School District & Los Angeles School Police Association • Olympia Medical Center & Service Employees International Union/United Healthcare Workers – West • National Electrical Contractors Association & International Brotherhood of Electrical Workers • National Fire Sprinkler Association & Sprinkler Fitters • NBC Universal & National Association of Broadcast Employees and Technicians • Pepsi Cola Bottling Company of San Diego & Teamsters • Raytheon & Electronic and Space Technicians • Rexam & United Steelworkers of America • San Diego Gas and Electric & International Brotherhood of Electrical Workers • Santa Clara County Transit District & Amalgamated Transit Union • Southern California Edison & International Brotherhood of Electrical Workers • Southern California Gas & Utility Workers Union of America • State of California & California Correctional Peace Officers Association • State of California & California State Employees Association • State of California & International Union of Operating Engineers • Sysco Food Services of Los Angeles & Teamsters • Tenet Healthcare Systems & American Federation of State, County and Municipal Employees • Tenet Healthcare Systems & Service Employees International Union/United Healthcare Workers – West • U.S. Borax & International Longshore and Warehouse Union • University of California, Los Angeles, & International Union of Operating Engineers • University of California & American Federation of State, County and Municipal Employees • University of California & American Federation of Teachers • University of California & Federated University Police Officers Association • University of California & United Auto Workers • University of California & University Professional and Technical Employees • Verizon California & Communications Workers of America • Walt Disney Enterprises & UNITE HERE • Walt Disney Enterprises & Office and Professional Employees International Union • Various Others.

Please note that "permanent" arbitration panels frequently change without notice to the arbitrators.

**CITY OF HERMOSA BEACH
BOARD/COMMISSION APPLICATION**

NAME OF COMMISSION: Civil Service Board

Name: Neil Brian Escalante

Home Phone: (310) 374-2575

Address: 2838 El Oeste Drive

Email: Escalan@SLC.CA.GOV

Occupation/Profession: Land and Mineral Auditor

Name of Employer: State of California

Bus. Phone: (562) 256-1522

Address of Employer: 200 Oceangate, Long Beach, CA 90802



REFERENCES:

Local: Frank Sasine
Former Mayor and Neighbor, Hermosa Beach

Henry Chi
Neighbor, Hermosa Beach

Professional: Dave Mercier
Chief, California State Lands Commission

Lennie Arazo
Controller, Oil and Gas Operations, City of Long Beach

Other: None

COMMUNITY PARTICIPATION AND SERVICE (past and present):

Until now, I have not had the time to volunteer my time and services to the community. Changes in our home life and my position with the State of California now allow the time and energy necessary to provide quality participation and service to the City of Hermosa Beach.

WHY DO YOU WISH TO BECOME A COMMISSION MEMBER?

I have learned the great pleasure one receives by giving back and by helping. I can't think of a better place to give back to, but here in my own community, the community that gave so much to me. I have strong memories growing up on Manhattan Avenue, one block from the Hermosa Beach border. How fun it was going to the beaches and swimming with my friends, staying on the warm sand all day, coming home to get a huge BLT sandwich on cheap white bread I picked up at Stan's Liquor (now Dan's), gobbling it down, and running back to the beach to play till dusk. We used to spend hours on end at the unique Valley Park, playing on the playground equipment or looking for arrow heads or other artifacts on the small sand slope between the park and North School. As I grew older, we would go to dances at Pier Avenue School (that was embarrassing, I never did dance), and older still, I enjoyed participating in track and field and football at Mira Costa. All this time, I never once considered where these great memories came from, and just how fortunate I was to benefit from the efforts of our civil servants.

I never realized what an important role city government played in my very blessed childhood. The community cared about the beaches, the parks, and the residents.

I feel that as a commissioner, I could actively give back to the community and help in a manner that benefits all of those that gave so much to me. Helping understand the complex issues that surround a personnel incident. Helping in the decision process and ultimately helping the City of Hermosa and the my community.

I am searching for a way to give back, give back formally. I would love to perform this very small part as a means of giving back to the community that has done so much for me.

WHAT DO YOU FEEL ARE THE DUTIES AND RESPONSIBILITIES OF A COMMISSION MEMBER?

I believe the duties and responsibilities of a board member include understanding the personnel issues from all sides, determining what the issues are, understanding policies and how they relate to the issues at hand, and remembering that our civil servants provide a tremendous service. I believe that some issues may be the result of misunderstandings, communication problems or poorly written policies. I also know that sometimes, events occur and individuals may simply have made a poor decision. As I write now, I believe that some issues may surface as a result of an out dated policy.

After the issue is broken down into the various critical parts, facts can be reviewed, and decisions can be made. I fully understand that these decisions have a lasting effect on all parties, the City, the staff and the community.

DO YOU HAVE ANY CURRENT OBLIGATIONS OR RESPONSIBILITIES, WHICH COULD BE CONSTRUED AS A CONFLICT OF INTEREST WITH YOUR BEING A BOARD/COMMISSION MEMBER?

___ Yes ___ X No

(If yes, please explain)

PLEASE GIVE A RESUME OF YOUR EDUCATION, EMPLOYMENT, MEMBERSHIPS, PAST ACTIVITIES AND OTHER EXPERIENCE THAT YOU FEEL WOULD QUALIFY YOU AS A BOARD/COMMISSION MEMBER.

RESUME:

I have worked for the Federal, State and City governments as an auditor. I worked numerous jobs in the private sector as a cook, forester, laborer (covering twelve different phases of the construction industry), a controller for a credit union and internet company. I have been self employed and have sat on both sides of grievance table. I've received countless hours of formal training in harassment and employee management. I have written and edited procedures manuals for the government and private sector. I have a bachelor's degree in accounting, and currently, I work for the State as a petroleum and mineral auditor, where I review complex royalty contracts and provide reports on compliance.

THIS BOARD/COMMISSION MEETS ON AT P.M. DO YOU FORESEE ANY SCHEDULING PROBLEMS THAT MIGHT MAKE YOU MISS MEETINGS?

___ Yes ___ X No

HOW LONG HAVE YOU LIVED IN HERMOSA BEACH?

I moved to 208 Manhattan Avenue in 1966, and became a homeowner in Hermosa in 1994.

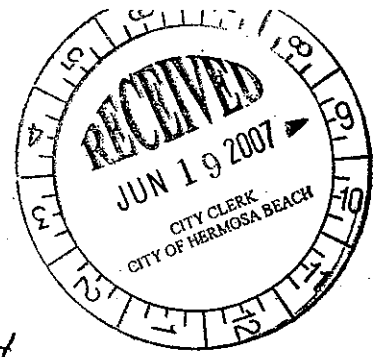
Comments:

Signed: Neil Escalante

Date: June 18, 2007

(Revised 2/14/07)

CITY OF HERMOSA BEACH
BOARD/COMMISSION APPLICATION



NAME OF COMMISSION Civil Service Board

Name Joanne Hollingsworth (Jo) Home Phone: 310-374-9849

Address: 607 Gould Ter. Email: We're between servers, but it will be hollyandjoat.net

Occupation/Profession: teacher, retired

Name of Employer _____ Bus. Phone: _____

Address of Employer _____

REFERENCES:

Local: Patty Ellis

Professional: ~~_____~~

Other: Bob Beverly

COMMUNITY PARTICIPATION AND SERVICE (past and present):

Board of Zoning Adjustment, Manhattan Beach
Sandpipers
South Bay Democrats

Why do you wish to become a Commission member? I've lived in Hermosa about ten years now and would like to become more involved and to serve the city in some small way.

What do you feel are the duties and responsibilities of a Commission member? To review personnel matters that come under Civil Service Rules and Regulations or N.S. 211, as requested.

Do you have any current obligations or responsibilities, which could be construed as a conflict of interest with your being a board/commission member? Yes No (If yes, please explain)

Please give a resume of your education, employment, memberships, past activities and other experience that you feel would qualify you as a Board/Commission member.

B.A., UC Santa Barbara
Graduate work, Stanford
Teacher, Redondo Beach
Sylvan Learning Center, tutor
South Bay Democratic Club, precinct captain, 2004
Sandpipers, financial secretary, yearbook chair
Board of Zoning Adjustment, Manhattan Beach

This Board/Commission meets on 3rd Wednesdays at 5 p.m. p.m. Do you foresee any scheduling problems that might make you miss meetings? Yes No
Possibly travel

How long have you lived in Hermosa Beach? About 10 years

Comments: _____

Signed: Joanna Hollingsworth
Date: June 18, 2007

(Revised 2/14/07)

CITY OF HERMOSA BEACH
BOARD/COMMISSION APPLICATION



NAME OF COMMISSION CIVIL SERVICE BOARD

Name MIKE SCHWEID Home Phone: 310 374 7882

Address: 548 MANHATTAN AVE HB Email: MEDIATOR@EARTHLINK.NET

Occupation/Profession: MEDIATOR (PRESENT)

Name of Employer RETIRED Bus. Phone: _____

Address of Employer H.D.R. 825 MAPLE AVE TERRANCE CA 90503

REFERENCES:

Local: LANCE WOMAN D.R.S.

Professional: SUSAN SNOW, TERRANCE SUPERIOR COURT

Other: _____

COMMUNITY PARTICIPATION AND SERVICE (past and present):

R.B. P.D. DOMESTIC VIOLENCE ADVOCATE PRO BONO
CENTER FOR DISPUTE RESOLUTION PRO BONO

Why do you wish to become a Commission member? GIVE BACK TO THE
COMMUNITY THAT GAVE ME SO MUCH

What do you feel are the duties and responsibilities of a Commission member? _____

REVIEWING PERSONNEL FUNCTIONS AND
CIVIL SERVICE RULES & REGULATIONS

Do you have any current obligations or responsibilities, which could be construed as a conflict of interest with your being a board/commission member? Yes No (If yes, please explain)

Please give a resume of your education, employment, memberships, past activities and other experience that you feel would qualify you as a Board/Commission member.

U.S. ARMY ALASKA SKI PATROL 1959-1962

WALLEN MUSIC CITY: GENERAL MANAGER & STORE OPERATOR,
SUPERVISED 100+ 1962-1977

SONWEID'S MUSIC INC: PRESIDENT, SUPERVISED 15, 1975-1996

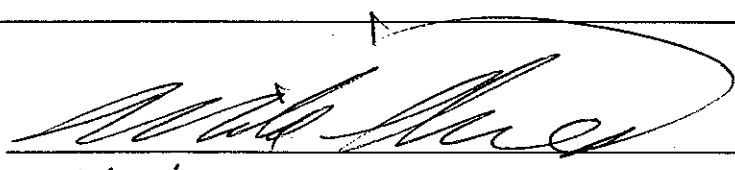
CENTURY 21 R.E. R.E. SALES 1998-2007

D.R.S. PRO BONO MEDIATOR 1988-2007

This Board/Commission meets on _____ at _____ p.m. Do you foresee any scheduling problems that might make you miss meetings? Yes No

How long have you lived in Hermosa Beach? 30 YEARS

Comments:

Signed: 

Date: 6/4/07

(Revised 2/14/07)



CONFLICT RESOLUTION

Mike Schweld

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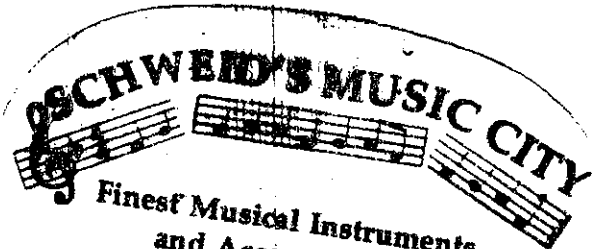
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GENERAL SALES MANAGER
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CITY OF
REDONDO BEACH
POLICE

MIKE S.
Domestic Violence
VOLUNTEER

Signature