

MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



PUBLIC COMMENT:

2-0

During the oral communication section of the agenda for Tuesday, February 9, 2016, Raychele Sterling spoke regarding wasteful spending in Riverside County.

**ATTACHMENTS FILED WITH
CLERK OF THE BOARD**

**AGENDA NO.
2-0**



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Los Angeles District Office

255 E. Temple Street, 4th Floor
Los Angeles, CA 90012
Los Angeles Direct Dial: (213) 894-1000
TTY (213) 894-1121
FAX (213) 894-1118

September 2, 2015

Raychele Sterling
17672 Fan Palm Lane
Riverside, CA 92503

RE: Sterling v. County of Riverside
EEOC Charge Number: 480-2015-00451

Dear Ms. Sterling,

I am writing to inform you that I am the investigator assigned to the above-reference charge of discrimination. During the investigative process my role is to be a neutral fact-finder. In this role I will be gathering documentation and evidence regarding your allegations. It is important to remember that the Equal Employment Opportunity Commission (EEOC) does not represent either you or the Respondent during the course of the investigation. Upon completion of my investigation the case file will be submitted to our management staff for their review and a final determination. If a dismissal letter is issued, that will terminate the EEOC's jurisdiction over the charge of discrimination to which it relates. The dismissal notice explains your right to pursue the matter in federal court within 90 days of your receipt of the dismissal notice. If you want to pursue your charge, you may do so on your own by filing in Federal District Court within 90 days of receiving the enclosed Notice of Right to Sue.

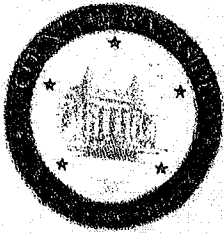
If you would like to submit additional documentation or information for me to review, or if you need to update your mailing address or contact information, please send it to me within the next 30 days. Make sure to write your charge number on any additional documents you submit. Please note that any additional documentation that you provide will not be returned to you until the close of your case, and only after you request copies of it in writing from our Records Disclosure Unit.

If you have any questions, please feel free to contact me by phone at (213) 894-1046 or by fax at (213) 894-1055, between the hours of 8:00 am and 5:00 pm, Monday through Friday.

Sincerely,

Richie Quinteros
Investigator
U.S. Equal Employment Opportunity Commission
Los Angeles District Office
255 E. Temple Street, 4th Floor
Los Angeles, CA 90012

Speaker Card



OFFICE OF COUNTY COUNSEL
COUNTY OF RIVERSIDE

3960 ORANGE STREET, SUITE 500
RIVERSIDE, CA 92501-3674
TELEPHONE: 951/955-6300
FAX: 951/955-6322 & 951/955-6363

November 2, 2015

Gregg Gu
[REDACTED]

Re: Deputy County Counsel IV

Dear Mr. Gu:

This letter is to confirm our offer of employment as Deputy County Counsel IV Step 17, contingent upon passing the County's physical and background check. The annual salary for the position is \$167,668.54. Your tentative start date will be Monday, November 16, 2015.

It was a pleasure meeting and interviewing you and we look forward to your joining our team.

Please do not hesitate to contact me should you have any questions in this regard.

Congratulations and welcome aboard!

Sincerely,

GREGORY P. PRIAMOS
County Counsel

A handwritten signature in black ink, appearing to read "James E. Brown".

JAMES E. BROWN
Assistant County Counsel

JEB:dbf

Report ID: RIVERS05
JOB OPENING ID: 2515

COUNTY OF RIVERSIDE
CERTIFIED BIDDING LIST

JOB OPENING #: 2515
DEPARTMENT: COUNTY COUNSEL
DIVISION: COUNTY COUNSEL
MANAGER: Karan Resendez
JOB OPENING STATUS: 010 Open
STATUS REASON: Standard Requisition
POSITION TYPE: Regular
SCHEDULE TYPE: Full-Time
RECRUITING LOCATION: Riverside(s)

RECRUITER: Michael Saitkin
POSTING TITLE: DEPUTY COUNTY COUNSEL IV
CLASS TITLE: DEP COUNTY COUNSEL IV
JOB CODE: 78514
TARGET OPENINGS: 1
AVAILABLE OPENINGS: 1
POSITION NBR: 00127078

PPL ID	NAME	APPLICANT TYPE	ROUTE DATE	ROUTE TYPE	INTERVIEW RESULTS	Provide PCN if more than one
1698	Friedag, Nicholas Arthur	External Applicant	10/21/2015	Certified Referral	NS	
3923	Gu, Gregg	External Applicant	10/21/2015	Certified Referral	O/A	
3134	Underwood, Eli	External Applicant	10/21/2015	Certified Referral	N/A	Accepted position elsewhere

COUNTY OF
Riverside
HUMAN RESOURCES



COUNTY
ADMINISTRATIVE
CENTER
4080 Lemon Street, 7th Floor
P.O. Box 1569
Riverside, CA 92502
Phone: 951.955.3510
Fax: 951.955.3479
TTY: 711

MICHAEL T. STOCK
Asst. County Executive Officer/
Human Resources Director

John Mooney, SPHR
Asst. Human Resources Director

Michael Bowers
Asst. Human Resources Director

Nancy Taylor
Director of Leadership &
Organization Development

December 23, 2015

Sent Via Email Only to rbsterling70@gmail.com

To: Ms. Raychele Sterling

Re: Response to CA Public Records Act Request, dated December 9, 2015

Dear Ms. Sterling,

On December 9, 2015, the Human Resources Department received your information request under the California Public Records Act (CPRA).

Below is the County's response to the information you requested:

1. Gregg Gu applied for and was hired as Deputy County Counsel IV.
2. There were 7 applicants including Mr. Gu, 4 of which did not qualify, so 3 were certified to the department. Of the 3 certified to the department, 2 were interviewed; the third withdrew due to accepting another position.
3. Responsive information for your request for the number of female applicants does not exist, as the County does not collect information on applicant's sex or gender. (We do not speculate on sex or gender based solely on names).
4. Scoring Sheets: No scoring sheets were used.
5. The certified hiring list is attached.
6. A copy of the offer letter presented to Mr. Gu is attached.

Should you have any questions or concerns, please feel free to contact me at (951) 955-8318.

Sincerely,

Doug Wright
Principal Human Resources Analyst
Employee Relations Division

COUNTY OF
Riverside
HUMAN RESOURCES



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ADMINISTRATIVE
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4080 Lemon Street, 7th Floor
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MICHAEL T. STOCK
Asst. County Executive Officer/
Human Resources Director

John Mooney, SPHR
Asst. Human Resources Director

Michael Bowers
Asst. Human Resources Director

Nancy Taylor
Director of Leadership &
Organization Development

January 5, 2016

Sent Via Email Only to rbsterling70@gmail.com

To: Ms. Raychele Sterling

Re: Response to CA Public Records Act Request, dated December 29, 2015

Dear Ms. Sterling,

On December 29, 2015, the Human Resources Department received your follow up information request under the California Public Records Act (CPRA).

Below is the County's response to the information you requested:

1. Letters sent to non-selected candidates: **(Attachment 1)**
2. Applications: We have attached the applications of both the non-selected candidates and selected candidate, Mr. Gu. **(Attachments 2 and 3)**
3. Deputy County Counsel IV Job Description: **(Attachment 4)**
4. Dates the position was advertised: October 15, 2015 until October 19, 2015.
5. Names of County employees who conducted interviews and determined who received offer of employment: Anita Willis and James E. Brown

Should you have any questions or concerns, please feel free to contact me at (951) 955-8318.

Sincerely,

Doug Wright
Principal Human Resources Analyst
Employee Relations Division

Cc: Michael Stock, Assistant County Executive Officer/Human Resources Director

GREGORY P. PRIAMOS
County Counsel

ANITA C. WILLIS
Assistant County Counsel

OFFICE OF COUNTY COUNSEL
COUNTY OF RIVERSIDE

3960 ORANGE STREET, SUITE 500
RIVERSIDE, CA 92501-3674
TELEPHONE: 951/955-6300
FAX: 951/955-6322 & 951/955-6363



August 4, 2014

Neil Okazaki, Esq.
[REDACTED]
[REDACTED]

Re: Employment

Dear Neil:

This letter is to confirm our offer of employment as Deputy County Counsel IV Step 15, contingent upon passing the County's physical and background check. The annual salary for the position is \$154,299.00. Your tentative start date will be Monday, September 8, 2014.

It was a pleasure meeting and interviewing you and we look forward to your joining our team.

Please do not hesitate to contact me should you have any questions in this regard.

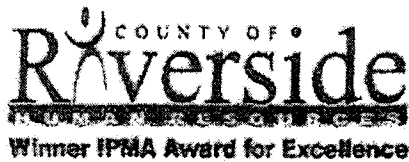
Congratulations and welcome aboard!

Sincerely,

A handwritten signature in black ink, appearing to read "G. Priamos", written over a horizontal line.

GREGORY P. PRIAMOS
County Counsel

GPP:dbf



OFFICIAL JOBMATCH HIRING CERTIFICATION LIST

Requisition: RCCMS44283

Department: County Counsel
Manager: Greg Priamos
Requisition Current Status: Open
List Type: regular list
Position Type: Full-time
Shift: Day
Location: Riverside

Recruiter: Michael (Misha) Sisikin
Recruiter Phone: 951-955-4277
Certification Date: Jul. 29, 2014
Job Title: Deputy County Counsel
Level: IV
Total Openings: 1
Hires: 0
Remaining Vacancies: 1
Position Cntl Number(s) if available: 37947

Candidates listed below are hereby authorized and certified for hire in conformance with Riverside County Merit System requirements.

Candidates	Current Status	Current Action Date	Results	
			Action	Status
1. Michael A. Churchill	Refer to Department	7/28/2014	I	NS
2. Charmaine Jackson	Refer to Department	7/29/2014	NI	WI
3. Barrett W McInerney	Refer to Department	7/29/2014	I	NS
4. Neil D. Okazaki	Refer to Department	7/28/2014	I	S

Interview Action Codes: I - Interviewed	NI - Not Interviewed	
Interview Results/Status Codes	WI - Declined Interview (Waived)	LC-List Cancelled
A - Offer/Accepted	DA - Did Not Appear for Scheduled	FR - Failed to Reply
D - Offer/Decline	UC - Unable to Contact By Phone	
NS - Not Selected	CR - Communication Returned Unclaim	
RB-Refer to Background	DI - Declined-Could Not Appear on Interview Date(s)	
LC-List Cancelled		

4. Date candidates were notified they were selected for interviews

The candidates were notified that they were selected for an interview on or about July 29, 2014 and/or July 30, 2014.

5. Manner in which candidates were notified they were selected for an interview

The candidates were notified by telephone that they were selected for an interview.

6. Date and times interviews were conducted

Interviews were conducted on Friday, August 1, 2014 from 8:00 a.m. to 11:00 a.m.

7. If interview was by a panel, please identify the panel members (position only is fine)

The interview panel consisted of the Assistant County Counsel and County Counsel.

8. Please provide all questions, scripts and the like used to conduct the interviews, as well as notes and scoring sheets from the interview panel members or single interviewer

Record is exempt under Government Code § 6254(g).

9. Please provide the ranking of candidates

The four candidates were not ranked.

10. If an offer of employment was extended to a candidate, please provide the date and method in which it was extended

An offer of employment was extended to the candidate on August 4, 2014 by way of an offer letter.

11. Please confirm that the process was in compliance with all state and federal laws, as well as the County's Equal Employment Policy

The recruitment process was in compliance with all state and federal laws, as well as the County's Equal Employment Policy.

12. Please provide documents identifying the date Neil Okazaki became employed by the County of Riverside as a Deputy County Counsel (not Public Defender)

Neil Okazaki was never employed by the County of Riverside as a Deputy County Counsel.



Raychele Sterling <rbsterling70@gmail.com>

CPRA Receipt and Notice of Extension - Raychele Sterling

Verceles, Nora <nverceles@rc-hr.com>

Wed, Sep 17, 2014 at 2:36 PM

To: Raychele Sterling <rbsterling70@gmail.com>

Cc: "Stock, Michael" <MStock@rc-hr.com>, "Jeffries, Kevin" <KJeffries@rcbos.org>, Alicia Robinson <arobinson@pe.com>, "Pina, Lisa" <LPINA@rc-hr.com>

Good afternoon, Ms. Sterling.

On August 29, 2014, the Human Resources Department received your CPRA request for information on the recruitment for Principal Deputy County Counsel and Deputy County Council IV that was posted on July 14, 2014 to July 18, 2014. Subsequently, the Department notified you of the need for an additional 14-day extension in order to collect and review the information for responsiveness. It was indicated that the County will respond by no later than September 22, 2014.

As you may know, the CPRA requires the County to disclose any identifiable record in its possession. However, the CPRA does not require the County to create a document that is not already in existence or reply to a series of questions or interrogatories. A review of the items you requested suggests, in some instances, you are seeking responses that are not based on any identifiable record. Arguably, these items are not a proper public records request. However, in the interest of being transparent and erring on the side of being helpful to the public, the County is willing to provide responses to these interrogatories so long as the information is not subject to any applicable exemptions under the CPRA had an identifiable record existed. Pursuant to your request, the following information is furnished:

1. *Number of resumes received for position*

Twenty-four (24) resumes were received in response to the above-mentioned recruitment. Human Resources also reviewed fifty-three (53) resumes from the County's Job Match system that met the minimum qualifications for the recruitment.

2. *Number of candidates placed on certification list*

There were four (4) candidates placed on the certification list.

3. *Date certification list was published*

The certification list was published July 29, 2014.



Winner IPMA Award for Excellence

OFFICIAL JOBMATCH HIRING CERTIFICATION LIST

Requisition: RCCMS44282

Department: County Counsel

Manager: Greg Priamos

Requisition Current Status: Open

List Type: regular list

Position Type: Full-time

Shift: Day

Location: Riverside

Recruiter: Michael (Misha) Sisikin

Recruiter Phone: 951-955-4277

Certification Date: Jul. 29, 2014

Job Title: Deputy County Counsel

~~Level: Principal~~

Total Openings: 1

Hires: 0

Remaining Vacancies: 1

Position Cntl Number(s) if available: 109150

Candidates listed below are hereby authorized and certified for hire in conformance with Riverside County Merit System requirements.

Candidates	Current Status	Current Action Date	Results	
			Action	Status
1. James E. Brown	Refer to Department	7/28/2014		S
2. Michael A. Churchill	Refer to Department	7/28/2014		NS
3. Neil D. Okazaki	Refer to Department	7/28/2014		NS
4. James H. Thebeau	Refer to Department	7/28/2014		NS

Interview Action Codes: I - Interviewed	NI - Not Interviewed	
Interview Results/Status Codes A - Offer/Accepted D - Offer/Decline NS - Not Selected RB - Refer to Background LC - List Cancelled	WI - Declined Interview (Waived) DA - Did Not Appear for Scheduled UC - Unable to Contact By Phone CR - Communication Returned Unclaim DI - Declined-Could Not Appear on Interview Date(s)	LC - List Cancelled FR - Failed to Reply

**Riverside County Board of Supervisors
Request to Speak**

Submit request to Clerk of Board (right of podium),
Speakers are entitled to three (3) minutes, subject
to Board Rules listed on the reverse side of this form.

SPEAKER'S NAME: Raychele Sterling

Address: _____
(only if follow-up mail response requested)

City: _____ **Zip:** _____

Phone #: _____

Date: 2-9-16 **Agenda #** Public Comment

PLEASE STATE YOUR POSITION BELOW:

Position on "Regular" (non-appealed) Agenda Item:

_____ **Support** _____ **Oppose** _____ **Neutral**

Note: If you are here for an agenda item that is filed
for "Appeal", please state separately your position on
the appeal below:

_____ **Support** _____ **Oppose** _____ **Neutral**

I give my 3 minutes to: _____

BOARD RULES

Requests to Address Board on "Agenda" Items:

You may request to be heard on a published agenda item. Requests to be heard must be submitted to the Clerk of the Board before the scheduled meeting time.

Requests to Address Board on items that are "NOT" on the Agenda:

Notwithstanding any other provisions of these rules, member of the public shall have the right to address the Board during the mid-morning "Oral Communications" segment of the published agenda. Said purpose for address must pertain to issues which are under the direct jurisdiction of the Board of Supervisors. YOUR TIME WILL BE LIMITED TO THREE (3) MINUTES.

Power Point Presentations/Printed Material:

Speakers who intend to conduct a formalized Power Point presentation or provide printed material must notify the Clerk of the Board's Office by 12 noon on the Monday preceding the Tuesday Board meeting, insuring that the Clerk's Office has sufficient copies of all printed materials and at least one (1) copy of the Power Point CD. Copies of printed material given to the Clerk (by Monday noon deadline) will be provided to each Supervisor. If you have the need to use the overhead "Elmo" projector at the Board meeting, please insure your material is clear and with proper contrast, notifying the Clerk well ahead of the meeting, of your intent to use the Elmo.

Individual Speaker Limits:

Individual speakers are limited to a maximum of three (3) minutes. Please step up to the podium when the Chairman calls your name and begin speaking immediately. Pull the microphone to your mouth so that the Board, audience, and audio recording system hear you clearly. Once you start speaking, the "green" podium light will light. The "yellow" light will come on when you have one (1) minute remaining. When you have 30 seconds remaining, the "yellow" light will begin flash, indicating you must quickly wrap up your comments. Your time is up when the "red" light flashes. The Chairman adheres to a strict three (3) minutes per speaker. **Note: If you intend to give your time to a "Group/Organized Presentation", please state so clearly at the very bottom of the reverse side of this form.**

Group/Organized Presentations:

Group/organized presentations with more than one (1) speaker will be limited to nine (9) minutes at the Chairman's discretion. The organizer of the presentation will automatically receive the first three (3) minutes, with the remaining six (6) minutes relinquished by other speakers, as requested by them on a completed "Request to Speak" form, and clearly indicated at the front bottom of the form.

Addressing the Board & Acknowledgement by Chairman:

The Chairman will determine what order the speakers will address the Board, and will call on all speakers in pairs. The first speaker should immediately step to the podium and begin addressing the Board. The second speaker should take up a position in one of the chamber aisles in order to quickly step up to the podium after the preceding speaker. This is to afford an efficient and timely Board meeting, giving all attendees the opportunity to make their case. Speakers are prohibited from making personal attacks, and/or using coarse, crude, profane or vulgar language while speaking to the Board members, staff, the general public and/or meeting participants. Such behavior, at the discretion of the Board Chairman may result in removal from the Board Chambers by Sheriff Deputies.