

Memo

To: Board Members
From: Aaron Byzak
Date: June 25, 2025
Subject: Policies & Procedures Committee Minutes – **June 24, 2025**

The Committee met on Tuesday, June 24, 2025, at 10:30 a.m. for a special meeting. Members of the public were able to participate by telephone, Zoom, or in-person at the Grossmont Healthcare District Conference Center, located at 9001 Wakarusa Street, La Mesa, CA. For the purpose of these minutes, the listed items are reflected in the order set forth on the posted Agenda. In some cases, discussion of items may have taken place out of sequence during the meeting.

Attendees: Director Robert “Bob” Ayres, Chair
Director Gloria Chadwick, RN, Member
Aaron Byzak, Interim Chief Executive Officer
Jeffrey Scott, General Counsel (via Zoom)
Ryan Purdy, Sharp Grossmont Hospital
Michele La Badie, Guest (via Zoom)

A. Call to Order: The meeting was called to order by Director Ayres at 10:32 a.m.

B. Approval Agenda: The agenda was approved as posted.

C. Public Comment:

Michelle La Badie expressed interest in the District’s policies and procedures, particularly in light of past issues at Grossmont Hospital, and mentioned her intent to monitor the District’s operations closely. Counsel Scott clarified that the District does not manage the hospital’s day-to-day operations, which are handled by Sharp.

D. Reports/Discussion/Possible Action Items

1. Board Decorum and Civility Policy

The Committee discussed Interim CEO Byzak’s proposal for a new civility policy and training framework, which would set clear expectations for respectful communication and prohibit harassment or personal attacks. The policy language would apply to Board members, staff, and the community when the community is speaking before the Board. It would also include plans for regular training through trusted educational providers like the California Special Districts Association. These language updates would be incorporated into BOD-08 (Board Meeting Conduct Policy) and BOD-12 (Ethics Training and Education Relating to the Workplace Policy).

Counsel Scott emphasized removing or modifying language about formal reprimand or censure for Board members, citing potential First Amendment complications, and recommended focusing on measures for addressing disruptive situations. CEO Byzak to proceed with amending the civility policy language to reflect the proposed changes, which include the removal of the “or censure” language. With these suggested changes being made, the Committee *recommended* incorporating the civility policy language into BOD-08 and BOD-12.

Director Ayres suggested incorporating the Rosenberg Rules of Order Simplified Rules of Parliamentary Procedure for the 21st Century, which Counsel Scott supported. The Rosenberg Rules conform in entirety to Robert’s Rules of Order, but they are put in a condensed and more easily understood format. Interim CEO Byzak will look to see if there is another place in the Board Meeting Conduct Policy, aside from decorum and civility, where something could be added about following Rosenberg’s Rules of Order. A suggestion was made to include them in the new board member orientation packet. They agreed to consider adopting these condensed rules, which have been widely accepted by the League of California Cities.

E. Next Meeting: The next meeting is on the calendar for Tuesday, July 22, 2025, at 10:00 a.m.

F. Adjournment: There being no further business, the meeting adjourned at 10:52 a.m.