



City of Sebastopol Planning Department

Date: January 24, 2023
To: Planning Commission
From: Kari Svanstrom, Planning Director
Subject: Piala Quarterly Report Addendum

Planning Staff interviewed the outside Human Resources firm, and can report the following:

- The firm (Personnel Perspective) was engaged with Piala ownership, however they have terminated their relationship with Piala, as they do not feel the owners have been responsive to the training and resources they feel necessary.
- The HR firm provided Piala with a draft Employee handbook along with policy questions for ownership/management, but never received a response, and therefore were unable to finalize the handbook.
- Only one of the owners (Jeff Berlin) had submitted proof of sexual harassment training that was recommended / required by the HR firm.
- The HR firm had provided a hotline number for employees. No complaints have been submitted from Piala employees.

The Applicant provided a report on January 23, 2023 as follows:

- Piala is in the process of changing our human resource company.
- Until last week, we had been working with the Personnel Perspective, had purchased and implemented their handbook with our staff and had made the hotline/contact information available to them in order to be compliant with our agreement.
- Piala will provide Planning with new HR firm company information once they have engaged with another firm.