

Civil Service Commission

1055 MONTEREY STREET, SUITE D250 ♦ SAN LUIS OBISPO, CALIFORNIA 93408 ♦ 805.781.5959



The San Luis Obispo County Civil Service Commission
Regular Session Meeting
Wednesday, March 26, 2008 @ 8:45 a.m.
1055 Monterey Street, Suite D-271, San Luis Obispo, CA

MEMBERS OF THE COMMISSION
Robert Bergman, President
Jeannie Nix, Vice President
Arthur Chapman
Jay Salter
Bill Tappan

MINUTES

Present: President Robert Bergman, Commissioner Art Chapman, Commissioner Jay Salter, Commissioner Bill Tappan

Absent: Vice President Jeannie Nix

Staff: Deb Hossli and Carol Hill

Counsel: Shannon Matuszewicz and Warren Jensen

1. Call to Order

President Bergman called the meeting to order at 8:45 a.m. and led the flag salute.

2. Public Comment Period

President Bergman addressed the audience asking for anyone wishing to speak to the Commission during the Public Comment Period on any matter that is not listed on today's agenda. Being none, he closed the Public Comment Period.

3. Closed Session - (Closed Session per Gov. Code, section 54957) Selection and hiring of a rules negotiator to provide services on a contractual basis to the Civil Service Commission.

Following closed session, a motion to hire Gene Bell of Becker and Bell, Inc. as the Commission's rules negotiator was made by Commissioner Tappan and seconded by Commissioner Salter. The motion passed 4-0-1.

Roll call vote

Vice President Nix	Absent
Commissioner Salter	Yes
Commissioner Chapman	Yes
President Bergman	Yes
Commissioner Tappan	Yes

4. Public Hearing to Consider Civil Service Rule Change - Rule 11.03: Duration of Probationary Periods - to increase probationary period from six months to one year for Sheriff's Correctional Officers.

President Bergman addressed the audience asking for anyone wishing to speak to the Commission regarding this matter. Being none he opened discussion to the Commission.

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Commissioner Salter inquired into the DSA's obligation to represent probationary employees. Chief Deputy, John Giese from the Sheriff's Department, stated that probationers pay DSA dues and therefore, should be able to request representation should the need arise. He also explained the reason behind extending Correctional Officers' probation to one year. Upon hire, they undergo an extensive amount of training. Additional time is necessary to evaluate actual job performance once training is completed. This rule change was agreed upon by the DSA, Sheriff's Department and the County during previous meet and confer sessions. Due to an oversight, however, the rule change proposal was not forwarded to the Commission for their consideration.

5. Closed Session - (Closed Session per Gov. Code, section 54957.6) Conference with Rules Negotiator

The Commission adjourned into closed session to discuss the proposed rule change to extend the probationary period for Correctional Officers from six months to one year with their rules negotiator.

Following closed session, a motion to approve the rule change as presented was made by Commissioner Chapman and seconded by Commissioner Tappan.

Prior to voting, Commissioner Salter expressed concern over the longer probation period potentially resulting in an increased number of bad faith probation rejections. He encouraged the Commission to consider a future debate regarding the merits of expanding the appeal rights of probationary employees rejected from probation. He does, however, support the motion at this time since all involved parties have agreed. The motion passed 4-0-1.

Roll call vote

Vice President Nix	Absent
Commissioner Salter	Yes
Commissioner Chapman	Yes
President Bergman	Yes
Commissioner Tappan	Yes

6. Minutes

a. February 21, 2008 - Special Meeting

A motion to approve the special meeting minutes from February 21, 2008 was made by Commissioner Salter and seconded by Commissioner Chapman. The motion passed 3-0-2.

Vote:

Vice President Nix	Absent
Commissioner Salter	Yes
Commissioner Chapman	Yes
President Bergman	Yes
Commissioner Tappan	Abstain

b. February 27, 2008 - Regular Meeting

A motion to approve the regular meeting minutes from February 27, 2008 was made by Commissioner Chapman and seconded by Commissioner Salter. The motion passed 3-0-2.

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Vote:

Vice President Nix	Absent
Commissioner Salter	Yes
Commissioner Chapman	Yes
President Bergman	Yes
Commissioner Tappan	Abstain

7. Reports

a. Commission President

No report.

b. Commission Subcommittees

Commissioner Chapman reported on recent discussions with Board members Harry Ovitt and Jerry Lenthall. Supervisor Ovitt urged flexibility in moving employees around within a department and/or departments to minimize the impact of potential layoffs. Mr. Lenthall inquired into the Commission's relationship with the Human Resource Director. Commissioner Chapman reported that their relationship with the Human Resources Director was going well.

c. Commission Counsel

No report.

d. Commission Secretary - Submittal of a proposal to the Commission for pursuing an update of the Civil Service Rules and associated Ordinances

Deb Hossli outlined her proposal for updating the Civil Service Rules and associated Ordinances (see attached staff report) and responded to questions from Commissioners. After a brief discussion, the Commission indicated they were generally supportive of the proposal as presented. Further, Commissioners Salter and Chapman volunteered to serve as liaisons to the Rule update process. President Bergman requested that Ms. Hossli keep track of who (e.g., County, Employee Associations, etc.) initiates the individual rule changes.

Kimm Daniels, General Manager, San Luis Obispo County Employee's Association, expressed her agency's support for the rule overhaul process and Ms. Hossli's plan. Further, Ms. Daniels requested, and Ms. Hossli agreed, to ask all the employee associations to resubmit to HR their rule change proposals from 2005 and 2006. These proposals were not acted on due to the retirement of the previous HR Director. Ms. Daniels felt it was important for the current HR Director to be aware of these proposals as she crafts the rule change proposals during the coming update.

8. Adjournment

Being no further business, the meeting was adjourned at 9:59 a.m.

** Note: These minutes reflect official action of the Civil Service Commission. A digital record exists and will remain as the official, complete record of all proceedings by the Civil Service Commission.*