

FTR Log Notes

Description	CSC Regular Meeting		
Date	8 /27/2008	Location	CSC Open Sessions
Time	Speaker	Note	
<u>8:04:26 AM</u>	Equipment Test		
<u>9:00:21 AM</u>	Robert Bergman	Item 1: Call to Order/Flag Salute/Roll Call	
<u>9:01:17 AM</u>	Robert Bergman	Item 2: Public Comment - None.	
<u>9:01:23 AM</u>	Robert Bergman	Item 3: July 23, 2008 Regular Meeting Minutes - Commissioner Tappan makes a motion to approve the minutes as presented; Commissioner Nix seconds the motion; motion passes 4-0-1; Commissioner Chapman abstains.	
<u>9:01:41 AM</u>	Robert Bergman	Item 4(a): Commission President Report - None.	
<u>9:01:51 AM</u>	Jay Salter	Item 4(b): Commission Subcommittees - Commissioner Salter reports on the status of the Rule Update Committee; Rule 4 should be completed soon. Next meeting is Thursday, August 28, 2008. The Commission states their support to move forward with the process without delay.	
<u>9:04:11 AM</u>	Dori Duke	Provides input on staff support for the rule update process; will research status of Rule 4.	
<u>9:07:26 AM</u>	Rita Neal, County Counsel	Item 4(c): Commission Counsel - Ms. Neal reports that Warren Jensen has been appointed to the position of County Counsel. Shannon Matuszewicz will resume her Commission Counsel duties when she returns from maternity leave, possibly November; Ms. Neal/Mr. Jensen will fill that role until she returns.	
<u>9:08:14 AM</u>	Dori Duke/Duane English	Item 4(d): Commission Secretary - Mr. English, HR Departmental Automation Specialist presents the revised CSC website.	
<u>9:22:54 AM</u>	Dori Duke	Informs the Commission that a G/A hearing from the Sheriff's department may be scheduled for the October meeting.	
<u>9:23:44 AM</u>	Dori Duke	Item 5: Status on closed session hearing Appeal #A07-95(a) and #A07-96. Ms. Duke reports that the parties have reached an agreement and the item may be officially removed from the CSC calendar.	
<u>9:24:03 AM</u>	Robert Bergman	Item 6: Hearing to consider request to grieve or appeal rejection from probation - open session - Grievance/Appeal #08-115 dated August 1, 2008.	
<u>9:24:22 AM</u>	Dori Duke	Explains that today the Commission is to decide a procedural issue of whether or not to hear a matter involving an employee's rejection from probation. Summarizes Human Resources position on the matter.	
<u>9:27:09 AM</u>	Kimm Daniels, SLOCEA	Summarizes SLOCEA's position on the matter. Presents a past CSC decision regarding a similar issue.	
<u>9:30:54 AM</u>	Robert Bergman/Kimm Daniels	President Bergman directs clerk to make and distribute copies of CSC decision (Ms. Daniel's document); Ms. Daniels continues.	
<u>9:31:43 AM</u>	Dori Duke	States that probationary employees can only appeal/grieve a probation rejection if they are claiming discrimination. [Commission reviews document].	
<u>9:32:55 AM</u>	Jay Salter/Kimm Daniels	Ms. Daniels responds to Commissioner Salter's inquiries regarding basis for filing G/A.	
<u>9:37:14 AM</u>	Jeannie Nix/Kimm Daniels	Ms. Daniels responds to Commissioner Nix's inquiries regarding the link between the past case cited and today's matter.	
<u>9:39:43 AM</u>	Dori Duke	Comments on Commissioner Nix's and Ms. Daniel's discussion.	
<u>9:40:34 AM</u>	Jeannie Nix	Addresses discrepancy between rules 11.06 & 13.02.	
<u>9:43:02 AM</u>	Dori Duke	Responds to Commissioner Nix's inquiries regarding rules.	
<u>9:43:50 AM</u>	Bill Tappan/Kimm Daniels	Ms. Daniels responds to Commissioner Tappan's inquiries regarding basis for discrimination claim.	
<u>9:46:32 AM</u>	Art Chapman	Comments on the clarity and conflict in the current rules; states his support to hear the matter.	
<u>9:51:13 AM</u>	Robert Bergman	Questions the necessity of the grievance/appeal in question being included in the packet since the item is not actually being heard today.	
<u>9:52:36 AM</u>	Rita Neal	Provides a legal analysis of the rules.	
<u>9:54:48 AM</u>	Jay Salter/Rita Neal	Ms. Neal responds to Commissioner Salter's inquiries regarding good faith and legal remedies for probationary employees.	

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<u>10:00:23 AM</u>	Jeannie Nix/Rita Neal	Ms. Neal responds to Commissioner Nix's inquiries regarding limiting the actual hearing to discrimination issues only.
<u>10:07:12 AM</u>	Bill Tappan/Rita Neal/Bob Bergman	Ms. Neal responds to Commissioner Tappan's question regarding how rule 13.02 relates to a discrimination claim.
<u>10:08:38 AM</u>	Jeannie Nix/Rita Neal	Continues discussion with Ms. Neal.
<u>10:09:20 AM</u>	Robert Bergman	Asks Ms. Duke about the number of probationary employees rejected in the past 2 years and comments on a possible precedence being set to hear future probationary rejections.
<u>10:11:07 AM</u>	Bill Tappan	Comments on CSC's responsibility and interpretation of the rules.
<u>10:11:13 AM</u>	Rita Neal	Comments on rules.
<u>10:12:56 AM</u>	Art Chapman	Comments regarding the matter in question being heard as a grievance or an appeal.
<u>10:14:01 AM</u>	Commission	Discussion regarding what the Commission needs to decide today.
<u>10:18:18 AM</u>	Dori Duke	Comments on history of probationary employee rights.
<u>10:21:11 AM</u>	Rita Neal	Comments on specific vs. general rules.
<u>10:22:15 AM</u>	Jeannie Nix	Commissioner Nix makes a motion to accept the appeal based solely on rule 11.06, discrimination, and not recognize any ability to grieve based on rule 13.02 because it is a probationary employee; Commissioner Salter seconds the motion.
<u>10:24:14 AM</u>	Commission	Discussion prior to vote.
<u>10:25:27 AM</u>	Robert Bergman	Calls for roll call vote; motion carries 4-1-0 with President Bergman dissenting.
<u>10:25:36 AM</u>	Robert Bergman	Adjourned.