

FTR Log Notes

Description	CSC Regular Session Meeting		
Date	11/19/2008	Location	CSC Open Sessions
Time	Speaker	Note	
<u>8:15:14 AM</u>	Equipment Test		
<u>9:00:46 AM</u>	Robert Bergman	Item 1: Call to Order / Flag Salute / Roll Call	
<u>9:01:24 AM</u>	Robert Bergman	Item 2: Public Comment - None.	
<u>9:01:40 AM</u>	Robert Bergman	Item 3: Approval of October 22, 2008 Minutes - Commissioner Tappan makes a motion to approve the minutes as presented; Commissioner Chapman seconds; motion carries.	
<u>9:02:03 AM</u>	Robert Bergman	Item 4a: President's Report - None.	
<u>9:02:07 AM</u>	Jay Salter	Item 4b: Commission Subcommittee Report - Provides update on Rule Update Committee.	
<u>9:03:29 AM</u>	Jeannie Nix	Item 4b: Commission Subcommittee Report - Reports on status of Human Resources Director interviews she participated in on Friday, November 14, 2008.	
<u>9:04:24 AM</u>	Shannon Matuscewicz	Item 4c: Commission Counsel Report - Ms. Matuscewicz states that she has officially returned from her leave and that she will be attending tomorrow's Rule Update Committee meeting.	
<u>9:04:39 AM</u>	Dori Duke	Item 4d: Commission Secretary Report - None.	
<u>9:04:49 AM</u>	Dori Duke	Item 5: Future Agenda Items - None.	
<u>9:04:57 AM</u>	Mark McKibben, Personnel Analyst	Item 6: New Job class Specifications - Summarizes the reorganization of the Animal Services Division and presents three proposed new job specifications associated with the reorganization.	
<u>9:08:45 AM</u>	Gail Gresham, Volunteer	Speaks about the Animal Services Division proposed new specifications.	
<u>9:11:51 AM</u>	Dale Magee, Volunteer	Speaks about the Animal Services Division proposed new job specifications.	
<u>9:17:00 AM</u>	Jerry Moore, Volunteer	Speaks about the Animal Services Division proposed new job specifications.	
<u>9:18:53 AM</u>	Kimm Daniels, SLOCEA	Speaks about the Animal Services Division proposed new job specifications.	
<u>9:20:58 AM</u>	Mark McKibben, Personnel Analyst	Responds to concerns expressed by volunteers.	
<u>9:23:40 AM</u>	Jeannie Nix	Questions Mr. McKibben about the supervisory training requirement; Mr. McKibben responds.	
<u>9:24:34 AM</u>	Bill Tappan	Questions Mr. McKibben about Humane Officer training; Mr. McKibben responds.	
<u>9:25:45 AM</u>	Dr. Eric Anderson	Responds to concerns expressed over lack of supervisory experience and including euthanizing animals as part of the spec.	
<u>9:25:47 AM</u>	-	-	
<u>9:32:23 AM</u>	Art Chapman	Item 6(a): Animal Control Supervising Officer specification: Asks for clarification of education and experience.	
<u>9:33:52 AM</u>	Mark McKibben	Responds to Commissioner Chapman.	
<u>9:34:37 AM</u>	Jay Salter	Asks Dr. Anderson about obtaining supervisory experience.	
<u>9:35:29 AM</u>	Dr. Eric Anderson	Responds to Commissioner Salter.	
<u>9:37:47 AM</u>	Jay Salter	Comments on past issues in Animal Services Department; comments on suggestions made by the volunteers present today.	
<u>9:38:41 AM</u>	Dr. Eric Anderson	Responds to Commissioner Salter.	
<u>9:40:16 AM</u>	Mark McKibben	Responds to Commissioner Salter; comments on MQ's and applicant pools.	
<u>9:41:22 AM</u>	Jay Salter	Comments on applicant pools.	
<u>9:41:38 AM</u>	Robert Bergman	Comments on applicant pools.	
<u>9:42:04 AM</u>	Arthur Chapman	Comments on upward mobility opportunities for current staff.	
<u>9:46:55 AM</u>	Jay Salter	States that he would like to hear more from the volunteers.	
<u>9:47:02 AM</u>	Leslie Brown, County Administrative Office	Comments on the organization of the Animal Services Division and the transition to the Health Agency.	
<u>9:49:19 AM</u>	Jay Salter	Further comments on volunteers; states that the Commission should listen to their concerns.	

FTR Log Notes

<u>9:50:04 AM</u>	Art Chapman	Comments on selection process.
<u>9:50:24 AM</u>	Jeannie Nix	Points out areas in which the need for communication skills are addressed; notes lack of supervisory experience required.
<u>9:55:16 AM</u>	Mark McKibben	Responds to Commissioner Nix's question regarding lack of supervisory experience in MQ's.
<u>9:55:42 AM</u>	Jeannie Nix	Further comments on supervisory experience.
<u>9:56:25 AM</u>	Mark McKibben / Commissioner Nix	Continue discussing MQ's.
<u>9:57:43 AM</u>	Dr. Eric Anderson	Comments on upward mobility and structure of the Animal Services Division.
<u>9:58:39 AM</u>	Jeannie Nix	Again expresses concern over lack of supervisory experience.
<u>9:58:56 AM</u>	Bill Tappan	Comments on the selection process yielding the most qualified applicants.
<u>9:59:47 AM</u>	Shannon Matuscewicz	Comments on Commissioner Nix's questions regarding experience.
<u>10:00:47 AM</u>	Mark McKibben	Clarifies experience requirements.
<u>10:01:25 AM</u>	Dr. Anderson / Commissioner Nix	Further discussion regarding required experience.
<u>10:03:04 AM</u>	Commissioner Chapman	Notes that many first line supervisory positions require only one year of experience.
<u>10:04:53 AM</u>	Jay Salter	Addresses reference to Section 832 of the Penal Code (firearms) - suggests adding language to address the need to work cooperatively with law enforcement.
<u>10:07:48 AM</u>	Mark McKibben / Dr. Eric Anderson	Responds to Commissioner Salter.
<u>10:09:13 AM</u>	Robert Bergman	Asks about peace officer status of the animal control staff.
<u>10:09:30 AM</u>	Dr. Eric Anderson	Responds to President Bergman; continues discussion about working cooperatively with law enforcement.
<u>10:12:34 AM</u>	Bill Tappan	Expresses support for addressing working cooperatively with law enforcement.
<u>10:13:20 AM</u>	Dale Magee	States that she is speaking as a past volunteer and citizen; suggests changing language regarding the issues of supervisory experience and performing euthanasia.
<u>10:17:09 AM</u>	Gail Gresham	Reiterates the need to have qualified managers who work well with people.
<u>10:19:36 AM</u>	Jay Salter / Mark McKibben	Discusses adding supervision experience 'highly desirable'.
<u>10:20:19 AM</u>	Art Chapman	Comments on job specs vs. job interview process.
<u>10:21:58 AM</u>	Bill Tappan	Comments on applicant pool and types of recruitment.
<u>10:22:16 AM</u>	Dr. Eric Anderson	States that he believes that Open & Promotional recruitments will be held for all three positions.
<u>10:23:09 AM</u>	Bob Bergman	Asks who makes the decision on what type of recruitment will be held.
<u>10:23:47 AM</u>	Dr. Eric Anderson	Responds that the department head determines what type of recruitment will be held.
<u>10:25:20 AM</u>	Jeannie Nix	Asks for clarification of field duty vs. office work.
<u>10:26:02 AM</u>	Jeannie Nix	Makes a motion to approve Animal Control Supervising Officer specification, *as amended, further discussion prior to vote.
<u>10:26:35 AM</u>	Jay Salter	Would like to add work cooperatively with law enforcement language; counsel states that the CSC does not have authority to do that.
<u>10:27:48 AM</u>	Commission	Discusses communication skills.
<u>10:29:05 AM</u>	Robert Bergman	Vote on motion to approve Animal Control Supervising Officer specification, *as amended; motion carries with Commissioner Salter dissenting.
<u>10:29:21 AM</u>	Robert Bergman	Item 6(b): Animal Shelter Supervisor specification.
<u>10:29:45 AM</u>	Arthur Chapman	Asks how experience is measured.
<u>10:31:21 AM</u>	Mark McKibben	Responds to Commissioner Chapman.
<u>10:31:49 AM</u>	Jeannie Nix	Proposes amendments*.
<u>10:35:31 AM</u>	Robert Bergman	Commissioner Tappan makes a motion to approve the Animal Shelter Supervisor specification, as amended, Commissioner Chapman seconds; motion passes unanimously.

FTR Log Notes

<u>10:35:50 AM</u>	Robert Bergman	Item 6(c): Animal Shelter Registered Veterinary Technician specification.
<u>10:36:27 AM</u>	Jay Salter	Expresses concern over accurate medical records.
<u>10:36:33 AM</u>	Mark McKibben	Responds to Commissioner Salter.
<u>10:36:41 AM</u>	Robert Bergman	Commissioner Chapman makes a motion to approve the Animal Shelter Registered Veterinary Technician specification as presented; Jeannie Nix seconds; motion passes unanimously.
<u>10:36:59 AM</u>	Shannon Matuszewicz	Item 7: Consideration of draft Findings & Decision regarding Grievance #08-116 - Ms. Matuszewicz reports that the findings and decision are not ready and are deferred to a later date.
<u>10:37:13 AM</u>	Robert Bergman	Break; return at 10:55 A.M. Directs to clerk to contact hearing parties to begin hearing.
<u>10:55:53 AM</u>	Robert Bergman	Item 8 - Continued Hearing Appeal #08-117 - Appellant Carrie Bisterfeldt, calls hearing to order and directs respondent to call his first witness. [Tim McNulty assumes Commission Counsel duties in place of Ms. Matuszewicz].
<u>10:56:37 AM</u>	Donna Van Matre, Assessment Analyst II	Mr. Bordonaro calls Ms. Van Matre as the respondent's first witness of the day and notes that Ms. Edginton will be questioning this witness.
<u>10:56:53 AM</u>	Barbara Edginton	Begins questioning Ms. Van Matre.
<u>11:23:18 AM</u>	Christine Brown, SLOCEA	Objects to questions regarding settlement issues that were discussed in the pre-hearing; discussion among parties, Commission and Counsel.
<u>11:23:56 AM</u>	Tom Bordonaro	Comments on discussion of settlement issues.
<u>11:25:20 AM</u>	Christine Brown	Comments on discussion of settlement issues.
<u>11:26:24 AM</u>	Robert Bergman / Tim Mc Nulty	Asks Commission Counsel for further direction; Mr. McNulty states that it is at the discretion of the Commission.
<u>11:27:14 AM</u>	Jay Salter	Comments on hearing about settlement issues; Commission discusses further.
<u>11:29:01 AM</u>	Robert Bergman	Directs respondent to continue questioning without addressing settlement issues; respondent states she has no further questions of Ms. Van Matre.
<u>11:29:20 AM</u>	Christine Brown	Cross examines and directly questions Ms. Van Matre.
<u>11:48:29 AM</u>	Christine Brown	Concludes questioning the witness.
<u>11:48:45 AM</u>	Robert Bergman	Break for lunch; return at 1:00 p.m.
<u>1:02:16 PM</u>	Robert Bergman	Reconvenes hearing.
<u>1:02:22 PM</u>	Barbara Edginton	Additional questions for Ms. Van Matre.
<u>1:05:05 PM</u>	Christine Brown	States she has no further questions for Ms. Van Matre.
<u>1:05:19 PM</u>	Robert Bergman	Opens floor for Commission questions of Ms. Van Matre.
<u>1:05:35 PM</u>	Jeannie Nix	Questions Ms. Van Matre.
<u>1:12:28 PM</u>	Bill Tappan	Questions Ms. Van Matre.
<u>1:14:03 PM</u>	Jay Salter	Questions Ms. Van Matre.
<u>1:19:53 PM</u>	Art Chapman	Questions Ms. Van Matre.
<u>1:19:54 PM</u>	Robert Bergman	Excuses Ms. Van Matre as a witness.
<u>1:21:19 PM</u>	Tom Bordonaro	Calls himself as the next witness for the respondent.
<u>1:21:32 PM</u>	Christine Brown	Objects to Mr. Bordonaro being a witness because he is not on the witness list.
<u>1:21:59 PM</u>	Tom Bordonaro	Responds to Ms. Brown's objection.
<u>1:23:23 PM</u>	Christine Brown	Responds to Mr. Bordonaro's comments.
<u>1:25:39 PM</u>	Tom Bordonaro	Further comments on him testifying.
<u>1:25:41 PM</u>	Robert Bergman	Asks Commission Counsel to advise.
<u>1:27:01 PM</u>	Robert Bergman	No objections by Counsel or Commission to having Mr. Bordonaro testify.
<u>1:27:42 PM</u>	Tom Bordonaro	Mr. Bordonaro is sworn in as a witness and provides his testimony.
<u>1:36:27 PM</u>	Christine Brown	Cross examines Mr. Bordonaro.
<u>1:45:41 PM</u>	Robert Bergman	President Bergman opens the floor for Commission questions of Mr. Bordonaro.
<u>1:46:42 PM</u>	Jay Salter	Questions Mr. Bordonaro.
<u>1:48:29 PM</u>	Arthur Chapman	No questions of Mr. Bordonaro.
<u>1:48:30 PM</u>	Jeannie Nix	No questions of Mr. Bordonaro.

FTR Log Notes

<u>1:48:33 PM</u>	Bill Tappan	No questions of Mr. Bordonaro.
<u>1:48:43 PM</u>	Bob Bergman	No questions; excuses Mr. Bordonaro as a witness.
<u>1:49:11 PM</u>	Tom Bordonaro	Concludes his case.
<u>1:49:35 PM</u>	Christine Brown	Requests dismissal of case due to a lack of evidence presented by the respondent.
<u>1:50:33 PM</u>	Robert Bergman	Calls for closed session to discuss Ms. Brown's request for a dismissal.
<u>1:53:58 PM</u>	Robert Bergman	Hearing reconvenes following closed session; request to dismiss denied.
<u>1:54:10 PM</u>	Christine Brown	Appellant calls Carrie Bisterfeldt as a witness for the appellant and begins questioning her.
<u>1:54:43 PM</u>	Carrie Bisterfeldt, Administrative Assistant II	Ms. Bisterfeldt brings to the Commission's attention that she will be referring to notes during her testimony.
<u>1:55:37 PM</u>	Tom Bordonaro	Mr. Bordonaro requests copies of the notes; no objections.
<u>1:56:21 PM</u>	Robert Bergman	Break until 2:05 while notes are being copied.
<u>2:07:35 PM</u>	Robert Bergman	Reconvenes hearing; requests approval from Ms. Brown to share notes; directs clerk to label notes as Exhibit A18 and distribute them to all parties.
<u>2:09:52 PM</u>	Christine Brown	Resumes questioning Ms. Bisterfeldt.
<u>2:52:44 PM</u>	Barbara Edginton	Cross examines and directly questions Ms. Bisterfeldt.
<u>3:08:25 PM</u>	Christine Brown	Additional questions for Ms. Bisterfeldt.
<u>3:13:17 PM</u>	Barbara Edginton	Additional questions for Ms. Bisterfeldt.
<u>3:16:38 PM</u>	Robert Bergman	Questioning of Ms. Bisterfeldt concludes; President Bergman asks Ms. Brown if her next witness is readily available to testify; Ms. Brown requests a brief recess to confer with her client. President Bergman calls for a break until 3:26.
<u>3:25:23 PM</u>	Robert Bergman	Reconvenes hearing.
<u>3:25:29 PM</u>	Christine Brown	States that she has no further witnesses; following Commission questions of Ms. Bisterfeldt she will conclude her case.
<u>3:26:12 PM</u>	Robert Bergman	President Bergman opens floor for Commission questions.
<u>3:26:17 PM</u>	Jay Salter	Questions Ms. Bisterfeldt.
<u>3:26:27 PM</u>	-	-
<u>3:32:34 PM</u>	Art Chapman	Questions Ms. Bisterfeldt.
<u>3:41:57 PM</u>	Jeannie Nix	Questions Ms. Bisterfeldt.
<u>3:52:04 PM</u>	Bill Tappan	Questions Ms. Bisterfeldt.
<u>3:53:00 PM</u>	Robert Bergman	No questions for Ms. Bisterfeldt.
<u>3:53:12 PM</u>	Robert Bergman	Excuses Ms. Bisterfeldt as a witness.
<u>3:53:23 PM</u>	Tom Bordonaro	Presents closing argument.
<u>3:56:34 PM</u>	Christine Brown	Presents closing argument.
<u>4:02:53 PM</u>	Robert Bergman	Hearing concludes; all parties excused. The Commission adjourns into closed session.
<u>5:16:58 PM</u>	Robert Bergman	Back on record; report on closed session: President Bergman reports that the Commission has upheld the termination and gives direction to Commission Counsel to draft Findings & Decision to be presented at the December 17, 2008 meeting.
<u>5:18:10 PM</u>	Robert Bergman	Adjourned.