

FTR Log Notes

Description		
Civil Service Commission Regular Meeting		
Date	Location	
9/25/2013	Civil Service Commission	
Time	Speaker	Note
<u>9:00:16 AM</u>	Item 1: Call to Order/Flag Salute/Roll Call	3 Commissioners present. Art Chapman - absent; Betsey Nash - absent. HR Director Tami Dougals-Schatz - CSC Sect'y; Nina Negranti - Acting CSC Counsel; Robin Mason - CSC Clerk
<u>9:00:54 AM</u>	Item 2: Public Comment Period	None.
<u>9:01:05 AM</u>	Item 3: Approval of Minutes - Robert Bergman	8-28-13 Minutes not approved due to lack of quorum. (Bill Tappan did not attend the August meeting and must abstain.)
<u>9:01:35 AM</u>	Item 4: Reports	President: None; CSC Counsel: None.
<u>9:01:48 AM</u>	Sect'y Report: Tami Douglas-Schatz	CSC Calendar - Special dates were reserved during August 28, 2013 Regular Meeting. Current settlement discussion looks promising. May be able to vacate dates. Nov. 1st added as 3rd date. If hearing - moves fwd. then use: Oct. 22, 23, Nov. 1.
<u>9:03:04 AM</u>	Item 5 - chg Rule	Jamie Azarvand - Pers Analyst.
<u>9:03:31 AM</u>	Jamie Azarvand	Addressed the Commission and presented item to extend probationary from six months to one year for Library Dir. - governed by ed. code. for Exec Mgmt. At will ee's most cal Ed code req Lib Director protected by CSC Rules. Ref Rule 11.03 classified. Preparing for upcoming vacancy. Curr. Director retiring soon.
<u>9:05:30 AM</u>	Bob Bergman	Opened to Commission for Discussion
<u>9:05:34 AM</u>	Wayne Caruthers	Asked why do we need a year
<u>9:06:22 AM</u>	Tami Douglas-Schatz	Explained complexity of Library Director position, has Community review, CAO, BOS. Commented on Library Growth in COSLO. Important to give new Director chance to adapt and perform.
<u>9:09:46 AM</u>	Wayne Caruthers	Q re: selection process, also Ed code
<u>9:10:56 AM</u>	Bill Tappan	Comparable to Dir of Soc Svcs.
<u>9:11:11 AM</u>	Tami Douglas-Schatz	Lib covered under ed code. DSS Dir. ref in welfare and Institutions code
<u>9:12:10 AM</u>	Bill Tappan	Complexity of job is comparable.
<u>9:12:29 AM</u>	Tami Douglas-Schatz	Agreed prob could be the same but no vacancy.
<u>9:12:50 AM</u>	Bill Tappan	Commented
<u>9:12:55 AM</u>	Robert Bergman	Opened Public Comment.
<u>9:13:02 AM</u>	SLOCEA GM Kimm Daniels	commented
<u>9:15:39 AM</u>	Robert Bergman	No other pub comment req - closed Public Comment. Back to CSC.
<u>9:15:52 AM</u>	Robert Bergman	Will it limit the pool?
<u>9:16:53 AM</u>	Wayne Caruthers	Consideration of applicant pool perspective at that level
<u>9:18:32 AM</u>	Tami Douglas-Schatz	Directors are at will. Not all Counties have a Civil Svc System. Reason to bring now is to be able to discuss with candidates for upcoming vacancy.
<u>9:20:52 AM</u>	Robert Bergman	State pers Board Rules.
<u>9:20:59 AM</u>	Jamie Azarvand	Commented
<u>9:21:18 AM</u>	Nina Negranti	11.04 ext of prob per does allow appt auth to ext up to max of half of orig probationary period.
<u>9:21:47 AM</u>	Robert Bergman	Q: Perf eval frequency
<u>9:22:00 AM</u>	Tami Douglas-Schatz	feedback along the way - eval at one year.
<u>9:22:30 AM</u>	Wayne Caruthers	When do they get their first formal eval.
<u>9:23:10 AM</u>	Jamie Azarvand	deferred to Tami
<u>9:23:20 AM</u>	Tami Douglas-Schatz	Prob. eval at 6 mo. Regular eval at a year.
<u>9:24:00 AM</u>	Wayne Caruthers	Supports the change.
<u>9:24:11 AM</u>	Bill Tappan	Can't support it at this time.
<u>9:24:33 AM</u>	Robert Bergman	Let stand or bring back next month.

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<u>9:24:43 AM</u>	Tami Douglas-Schatz	Explained that any Dept Head can be removed at any time. CSC has no role in that action taken by BOS or CAO. This Dir can only be let go with cause. Due process would be warranted for exec position. Issue of Property Rights.
<u>9:26:34 AM</u>	Robert Bergman	Historically these kind of changes have been an effort for more accountability.
<u>9:28:09 AM</u>	Tami Douglas-Schatz	Asked Pres Bergman if there's further info that may be helpful to bring back.
<u>9:28:41 AM</u>	Robert Bergman	Asked Tami if it's impossible to accomplish with existing probationary period.
<u>9:29:26 AM</u>	Tami Douglas-Schatz	360 view or incumbent takes time to evolve.
<u>9:31:02 AM</u>	Robert Bergman	Asked Comm Counsel about modification of Rule 11.4
<u>9:31:42 AM</u>	Bill Tappan/ Robert Bergman	Bill Tappan made a motion to deny rule change. No second. No action taken.
<u>9:32:04 AM</u>	Robert Bergman/ Tami douglas-Schatz	Need to bring back Lib. Dir. Item next mo. proposal to change both rules to allow 1 yr, no ext. probationary period.
<u>9:33:07 AM</u>	Robert Bergman	No further busines; adjourned.