

FTR Log Notes

Description		
Civil Service Commission - Regular Meeting		
Date	Location	
1/22/2014	Civil Service Commission	
Time	Speaker	Note
<u>9:01:50 AM</u>	Item 1 Roll Call	3-0-2 Commissioners Nash and Tappan absent. Tami Douglas-Schatz Secty. Tim McNulty Counsel. Robin Mason Clerk.
<u>9:02:00 AM</u>	Item 2: Election of Officers	Commissioner Caruthers nominated Commissioner Art Chapman for Commission President; Commissioner Bergman seconded; motion carried 3-0-2. Commissioner Chapman nominated Wayne Caruthers for Commission VP; Comm Bergman seconded; motion carried 3-0-2. Comm. Nash and Tappan absent.
<u>9:02:02 AM</u>	Item 3: Public Comment: None. 4: Approval of Minutes -	12-18-14 Motion to approve as written by Comm Chapman; seconded by Comm Caruthers
<u>9:02:25 AM</u>	Reports	None - Pres, None - Counsel;
<u>9:02:58 AM</u>	Tami Douglas-Schatz	Secty Report: Class Study Open Window Period completed. of 64, 9 rec. for reclass. Recvd 6 appeals; unrepresented. In process of discussions w/ Appellants; no prehearing yet, will potentially set dates in the future.
<u>9:04:03 AM</u>	Comm Bergman	Clarified if appealable to Commission or HR Director discretion. Var Depts.
<u>9:04:37 AM</u>	Tami Douglas-Schatz	Added: Appeal Hearing date of 1-21-14 vacated at this time.
<u>9:04:54 AM</u>	Comm Chapman	Any progress in expanding time period?
<u>9:05:27 AM</u>	Tami Douglas-Schatz	Discussing options for open window period.
<u>9:06:11 AM</u>	CSC Annual Report - draft for review/ approval	Mark McKibben and Ken Tasseff Analysts for HR Dept. presented the CSC Annual Report to the Commission and audience.
<u>9:12:10 AM</u>	Comm Chapman	Clarified when questions should be presented
<u>9:12:40 AM</u>	Ken Tasseff	Explained information shown on page 7 of Annual Report, addressed comments by President Chapman.
<u>9:17:50 AM</u>	Mark McKibben	Concluded Report.
<u>9:18:11 AM</u>	Wayne Caruthers	What do we get out of all of this? Are we doing a good job? 360 degree view of how our County compares to others. Suggested that data element be added to the Annual Report.
<u>9:20:16 AM</u>	Tami Douglas-Schatz	Since 2010, 5-6 % turnover, half due to retirements. Expect number of retirements to grow due to demographics. Found that anytime mgmt or higher level vacancy occurs, creates several vacancies due to promotion.
<u>9:21:51 AM</u>	Comm Bergman	Suggested adding to pg. 6-7 of the Annual Report: total new Hires
<u>9:23:14 AM</u>	Comm Chapman	Pg. 6-4 typo; also commented on
<u>9:24:46 AM</u>	Tami Douglas-Schatz	commented that she will be conducting a Feb. 18th BOS Strategic Planning meeting presentation to the Board. Also working with consultant on identifying improvements.
<u>9:27:14 AM</u>	Comm Chapman	Thanked staff. Commented on page 6-7 overall view of EEO stat's show that the hiring process is very fair and accurately represents the community at large. Suggested adding this as a bullet point. Also, take credit for the direct cost savings that occurred instead of taking issues to hearing.
<u>9:30:04 AM</u>	Bob Bergman	adjourned.