

Civil Service Commission



Jed Nicholson *Commission President, District 1*
Lesley Santos *District 2*
Erica Flores Baltodano *Commission Vice President, District 3*
David Warren *District 4*
Gere Sibbach *District 5*

Jamie L. Russell *Commission Secretary*

Minutes

County of San Luis Obispo Civil Service Commission

Regular Session Meeting

Wednesday, November 19, 2025 @ 9:00 a.m.

1055 Monterey Street, Suite D-271, San Luis Obispo, CA 93408

Present: Commissioners: Vice President Baltodano, Commissioner Santos, Commissioner Warren, Commissioner Sibbach

Staff: Commission Secretary Jamie Russell
Commission Clerk Shaley Salsbury

County Counsel: Jon Ansolabehere

Outside Counsel: Steve Simas

Absent: Commissioners: President Nicholson

1. Call to Order / Flag Salute / Roll Call

Commission Vice President Baltodano called the meeting to order at 9:00am and led the flag salute. Roll was called. Commission President Nicholson was absent.

2. Public Comment Period

Members of the public wishing to address the Civil Service Commission on matters other than those scheduled below may do so when recognized by the Vice President. Presentations are limited to three minutes per individual. Theresa Schultz, senior labor representative for SLOCEA, thanked the Commission for their dedication to fairness and serving the employees, professionalism with SLOCEA, and thoughtful deliberation and consideration of the unions' perspective throughout her career. Commissioners thanked Ms. Schultz for her commitment to serving County employees and offered congratulations on her retirement.

3. Minutes

The following draft minutes are submitted for approval:

a. September 24, 2025

Commission Vice President Baltodano invited public comment. There was none. Commissioner Santos motioned to approve the minutes as presented. Commissioner

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46 Warren seconded the motion. The motion to approve the minutes from September 24,
47 2025, as presented passed 4-0-1.

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49 b. October 22, 2025
50 Commission Vice President Baltodano invited public comment. There was none.
51 Commissioner Warren motioned to approve the minutes as presented. Commissioner
52 Sibbach seconded the motion. The motion to approve the minutes from October 22,
53 2025, as presented passed 4-0-1
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4. Reports

55 **Commission Vice President** – None

56 **Commission Counsel** – None

57 **Commission Outside Counsel** – None

58 **Commission Secretary** – Jamie Russell addressed Theresa Schultz, Senior Labor
59 Representative for SLOCEA, thanking her for her advocacy on behalf of employees, and
60 respectful and professional collaboration. Human Resources Analyst Miranda Wall addressed
61 the Commission regarding scheduling. Held dates December 10-12, 2025, and January 7-9,
62 2026, were released. Ms. Wall requested the Commission hold March 4-6, 2026, April 1-3, 2026,
63 April 22-24, 2026, and April 27-29, 2026 as hearing dates pending assignment of a grievance or
64 appeal.
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5. Public Comment on Closed Session Item

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68 Members of the public wishing to address the Civil Service Commission on Closed Session
69 matters agendized here may do so when recognized by the President. Presentations are limited
70 to three minutes per individual. There was no public comment.
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6. Closed Session – Public Employee Discipline (per Government Code Section 54957(b)): Hearing and deliberations regarding Appeal #A25-04

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75 Vice President Baltodano reported that the Commission issued an order regarding dismissal
76 of appeal #A25-04.
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7. Adjournment

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79 Vice President Baltodano adjourned the meeting at 9:35 am.
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81 **** Note: These minutes reflect official action of the Civil Service Commission. A digital record exists***
82 ***and will remain as the official, complete record of all proceedings by the Civil Service Commission.***