

Sacramento County Civil Service Commission
April 24, 2015 ~ 1:30pm

ADOPTED
ACTION MINUTES

LOCATION: Sacramento County Board of Supervisors' Chambers
700 H Street, Sacramento, California 95814

PROCEDURAL MATTERS

- 1) Call to Order: The meeting was called to order by Commission Chair Patricia Macht at 1:31 pm in the Chambers of the Sacramento County Board of Supervisors.
- 2) Pledge of Allegiance: Chair Macht led the Pledge of Allegiance.
- 3) Roll Call and Declaration of a Quorum: Roll was called by Civil Service Specialist Jeanette King, and it was noted that Chair Macht, Vice Chair Ron Suter, and Commissioners Michael Johnson, Bruce Nelson, and Gordon Purdy were present. A quorum was declared.

PUBLIC COMMENT

- 4) Public Comment: None received.

CONSENT MATTERS

- 5) Adoption of Commission Meeting Minutes:
April 10, 2015 Regular Meeting
- 6) Reports: The following status reports prepared by the Department of Personnel Services are submitted for receipt and filing:
 - A) *Student Class Appointments*: report for March 2015
 - B) *Promotional Exams and Late Applications*: report for March 2015

C) *Eligible Lists Extended*: quarterly report for January, February and March 2015

ACTION: Motion by Commissioner Purdy, seconded by Commissioner Nelson, to adopt items 5 and 6 on consent. The motion was adopted unanimously (5 to 0).

TIMED MATTERS

7) 1:35pm: Appeal Hearing – Release from Probation (Civil Service Rule 12.6)

Appeal No. 6001-14 ~ continued from April 10, 2015

ACTION: Without objection, at 1:36pm, the Commission adjourned to closed session for the purposes of conducting this hearing. With no objection, Chair Macht moved to return to open session at the conclusion of the hearing at 4:04pm.

Executive Officer Alice Dowdin Calvillo reported out of closed session that the Commission took the following action. Motion by Commissioner Johnson and seconded by Commissioner Purdy to refer the proposed decision issued in the instant appeal back to Hearing Officer Todd Murray with the following requests for clarification:

- 1) Clarify within the proposed decision the legal standard of discrimination as it pertains to releases from probation, and using that legal standard, provide a clear cut determination as to whether discrimination was the basis for the release from probation in the instant appeal. If so, cite within the revised proposed decision specific evidence that supports this determination;
- 2) Clarify within the proposed decision as to whether or not the Respondent in the instant appeal (Sacramento County) provided non-discriminatory reasons for the Appellant's release from probation. If so, please provide those reasons within the revised proposed decision; and
- 3) Clarify your recommendation that the Appellant NOT be awarded retroactive back pay and benefits, subject to offsets allowable under existing law and how that recommendation is consistent with Civil Service Rule 12.11(b).

The motion was adopted 3 to 2 (Commissioners Suter and Nelson voted no).

SEPARATE MATTERS

- 8) Reports: The following report was prepared by the Department of Personnel Services:

Provisional Appointments: report for March 2015

ACTION: Commissioner Suter moved to accept and file the aforementioned report, and it was seconded by Commissioner Nelson. The motion was adopted unanimously (5 to 0)

- 9) Unfinished Business: NONE

- 10) New Business: NONE

INFORMATIONAL MATTERS

- 11) Executive Officer's Report: This was a verbal presentation to the Commission

Executive Officer Dowdin Calvillo told Commissioners that the meeting packets for the Commission's May 8 meeting were distributed today and that there is one exam disqualification appeal hearing on that agenda. She also reported that the Commission's May 29 meeting will have several items of interest, including at least one exam disqualification appeal hearing and two classification studies (Information Technology Management and BOS Clerks). In addition, the Commission will adopt its meeting schedule for the 2015/16 fiscal year. Packets will be distributed on May 19.

She reported that at this point, there are two additional class studies scheduled for action at the Commission's June 12 meeting - Crime and Intelligence Analyst and Water Treatment and Water Distribution Management. There is also a possibility that there may be a release from probation appeal hearing scheduled that day.

Executive Officer Dowdin Calvillo reported that the Commission received one new psychological evaluation disqualification appeal this week, and that currently, there are three release from probation, two allocation, two psychological evaluation disqualification, two exam disqualification and one disciplinary appeal pending before the board. She also told Commissioners that she is working to secure third party reviewers for the pending allocation appeals.

ADJOURNMENT

ACTION:

With no further business pending before the Commission, Commissioner Suter moved to adjourn the meeting in memory of former Civil Service Commissioner Trisha Stanionis who passed away on April 11, 2015. Former Commissioner Stanionis, first appointed to the Commission by former Supervisor Dave Cox of the 4th District, served from 1986 to 1996. Commissioner Nelson seconded the motion, and it was adopted unanimously (5 to 0). Chair Macht then adjourned the meeting at 4:11pm.

Respectfully Submitted:

Approval Recommended:

Jeanette King
Civil Service Specialist

Alice Dowdin Calvillo
Executive Officer

APPROVED:

Patricia Macht
Chair