

# MINUTES

**Sacramento County Civil Service Commission Meeting  
700 H Street, Suite 1450  
Sacramento, California 95814**

**November 16, 2012**

The Commission convened for its regularly scheduled meeting at 1:36 p.m. on Friday, November 16, 2012, at 700 H Street, in Suite 1450, Sacramento, California. Commissioners Bowler, Johnson, Nelson, and Purdy were present. Commissioner Suter was absent.

## CONSENT CALENDAR

(Matters on The consent calendar are acted upon as one motion.)

- A. **Minutes 11/2/12**
- D. **Receive And File: Department Of Personnel Services Monthly Status Report On Exempt Student Classes For *October***
- E. **Receive And File: Department Of Personnel Services Monthly Status Report On Promotional Examinations And Late Applications For *October***

**ACTION**: By unanimous vote of those present, approved the Consent Calendar (Items A), D, and E)

## SEPARATE MATTERS

- B. **Departmental Requests To Extend Provisional Appointments**

**1) Darlene Barton – Sr. Mental Health Counselor**

**ACTION**: By unanimous vote of those present, extended the above mentioned provisional appointment for five months and 29 days from the date of expiration, or until 20 days after the eligible list is established, whichever occurs sooner.

**2) Jane Caspary – Sr. Mental Health Counselor**

**ACTION**: By unanimous vote of those present, extended the above mentioned provisional appointment for five months and 29 days from the date of expiration, or until 20 days after the eligible list is established, whichever occurs sooner.

- C. **Appeals Pursuant To Civil Service Rule 4.2, Application Rejections *NONE***

**F. Receive And File: Department Of Personnel Services Monthly Status Report On Provisional Appointments For October**

**ACTION:** By unanimous vote of those present, received and filed.

**OTHER**

On behalf of the Commission, Chairperson Michael Johnson formally announced the retirement of the Commission's Executive Officer, Leslie Leahy. Commissioner Johnson personally thanked Ms. Leahy for her tireless service and dedication as the Civil Service Commission Executive Officer over the past 8 years, and for her total of 13 years in County service. Commissioner Johnson then introduced California State Assemblymember Roger Dickinson and State Senate District Representative for Senator President Pro Temp Darrell Steinberg, Russell Stiger who presented a joint-house State Resolution honoring Ms. Leahy for her service.

Assemblymember Dickinson stated in part:

Fortunately for everyone, Leslie survived and endured most of all for the employees of the County as well as the management of the County. It's a tough position that the Commission and its Executive Officer and its staff has because it is a place of resolving cases and disputes, and other times trying to figure out what classifications are that people ought to be in when they get hired, promoted, all those kinds of things that you as Commission members are very familiar with. But it is a tough place to be for an Executive Officer and sometimes for all of you, because there are expectations as well as hopes that both employees bring to this forum as well as the management of the County.

And so Leslie has, in my judgment, certainly looking at the years I served on the Board of Supervisors, done a remarkably adept job of navigating through those very shark infested waters that often come up in the matters that the Commission has to address. And I think it is a measure of her successful tenure that the County continues to have a strong civil service system, which is a protection for the employees but is also important to management and significant for the people of the County of Sacramento. Because a civil service system, when one reduces it to its ultimate consideration, is a way of protecting the public to make sure that merit applies in job hiring, retention, and promotion; and that people are qualified and capable of performing the work that they are being asked to perform. Those elements really are protection for the taxpayer, and for the broader public.

District Representative Russell Stiger stated in part:

When I was told the type of position that we were given the Resolution for, I was excited about it because I am in a similar type of situation, where your job is to implement the vision of the people. And they'll come up with these ideas that you have to actually make happen, and that's what we do on a day-to-day basis

as field representatives and people that work as civil servants and agencies that are charged with serving the public. And the great thing is that it's an honor to do it and it's just a sense of pride when you're able to achieve things.

Commissioner Johnson then introduced Sacramento County Board of Supervisor Jimmie Yee, who presented to Ms. Leahy a County Board of Supervisor Resolution honoring her retirement. Supervisor Yee stated in part:

The thing that makes this a little lot closer to me is that forty years ago, our late Bob Matsui was on the City Council, and he was able to get me appointed to the City Civil Service Board. So, I understand some of the things that the board does. But while working on the Commission, I also understand the hard work that staff has to perform in order to give us, the Commission members, the information that we need to make the decisions. And the Civil Service Rules are very strict and they have to be very complete, I mean, for hundreds and hundreds of jobs. And they're all different, and you gotta write the rules in order to make sure we understand what the job entails. At the same time, disciplinary actions that come before the board, you have to go through all of that too, and so this job that all of you are performing is certainly something that we have to have in order to make the system work. And so I applaud the Commission and especially you for all the work you've done.

Commissioner Johnson then asked the audience if anyone would like to say something to or about Ms. Leahy. Former Commissioner Gregory Meredith, Esq. expressed his gratitude and pleasure for serving on the Commission and especially for working with Ms. Leahy.

Director of Sacramento County Department of Personnel Services, David Devine then stated in part:

We have the honor and are fortunate to work closely with Leslie, and over the last eight years the County has gone through a great deal of change. And a lot of that change comes before your Commission in terms of class studies and in the form of appeals. And Leslie has done her job and represented your Commission very well. She has carried out her duties professionally, with integrity and respect when she's dealing with DPS staff. And I just want to give a sense of all the work that is not only done here but also behind the scenes, that we work very closely with Leslie to resolve issues so they don't have to come before the Commission. And I just wanted to appreciate Leslie and her support over the years. It's bittersweet. We'll miss Leslie. She has a great background with the County, and understands Personnel Services and I think with her abilities we have been able to move some of the initiatives forward from the County.

Commissioner Johnson then turned over the Chair to Commissioner Bruce Nelson and stepped to the podium. On behalf of the Commission, Chairperson Michael Johnson then presented Ms. Leahy with a commemorative plaque honoring her retirement and service, and stating in part:

Leslie has served that position with very much grace and professionalism and

has helped all of us on the Commission; actually, all what I would call our 'customers' other than the Commissioners, the County employees, the managers, and the public at large. She has upheld the merits of the civil service system and the merit system [itself] within the county with a great amount of dignity, under at times some adverse conditions, and that has just been stellar and been consistent. She has taken a very difficult job at times and made it look very easy, and have done as I said with a lot of grace and professionalism, I will miss you, but I am thrilled that you're gonna be able to be retired and have new adventures, and you can miss *us* from afar.

Commissioner Nelson then relinquished the Chair, and Commissioner Johnson asked his fellow Commissioners for their comments. Commissioner Bowler spoke first, stating:

I got to know Leslie and the Civil Service Commission when I was on the Grand Jury. And it's one thing to see it on that side and it's another thing to see it as an insider. And I've gained a lot more respect for the whole civil service process, but mostly for you and the work that you do for the County. This is an interesting job working with Mr. Devine and his team and the rest of the County. And you really have been for me, and the County, you are the glue that keeps us on the track. A lot who don't appreciate the civil service system and its foundation and being a merit system, which is extremely important, but it takes an individual leader and you have been our leader. And I just wanted to say thank you for your integrity and your thoroughness to make sure we stayed on the right track, so you've been dynamite.

Commissioner Gordon Purdy stated that he wanted to add thanks to Leslie for her patience.

Commissioner Bruce Nelson stated that he has always been impressed with Leslie's ability to connect with DPS, to get information, and to put that information together for all the Commissioners. He then expressed his pleasure with working with Ms. Leahy.

Commissioner Johnson then asked Ms. Leahy to speak and she expressed her gratitude at the Commission's "commitment, and all of their support over the years to staff." She then thanked her staff, Jeanette King (Civil Service Specialist), for "being the team player, even in hard times," and thanked her for her "enthusiasm, never ending." Ms. Leahy then thanked the rest of the County, including her colleagues in the audience, and David Devine and his staff for being so cooperative, and that she has enjoyed that relationship. Finally, Ms. Leahy thanked Ms. Kathleen Inzerillo, former Executive Officer to the Commission and Ms. Leahy's former boss, because "she was a wonderful mentor."

Commissioner Johnson then also thanked Ms. King on behalf of the Commission for organizing Ms. Leahy's retirement celebration.

## **ADJOURNMENT**

There being no further business to come before The Commission and by unanimous vote of those present, the meeting was adjourned at 2:04 p.m. The Commission will reconvene for its

next regularly scheduled meeting at 1:30 p.m. on Friday, December 7, 2012, in Suite 1450 at 700 H Street, Sacramento.

Respectfully Submitted:

Approval Recommended:

/S/  
Jeanette King,  
Civil Service Specialist

/S/  
Leslie Leahy,  
Executive Officer

APPROVED:

/S/  
Michael Johnson,  
Chairperson