

SUMMARY OF PROCEEDINGS

CIVIL SERVICE COMMISSION – COUNTY OF KERN
1115 Truxtun Avenue
Bakersfield, California 93301

Regular Meeting
Monday, September 11, 2017
 5:30 p.m.

PRESENT: Commissioners Agbalog, Price, Prince, and Rose

ABSENT: Burrow

OTHERS: Bryan Alba, Michael Goulart, Maria Murbach, Brian Van Wyk, and others.

NOTE: Ag, Bu, Pri, Pr, Ro are abbreviations for Commissioners Agbalog, Burrow, Price, Prince & Rose. For example, Bu/Pr denotes Commissioner Burrow made the motion and Commissioner Prince seconded the motion. The abbreviations “ab” means absent and “abd” abstained.

COMMISSIONER ACTION IS SHOWN IN CAPS AFTER EACH ITEM

Vice President Price called the meeting to order at 5:30 p.m.

PUBLIC SESSION

1. **Public Presentations**
 NONE

*2. **Approval of Minutes**
 Regular Meeting on August 14, 2017; NO PUBLIC COMMENT; **APPROVED**; Ag/Pr – 4 ayes/1 ab (Bu)

*3. **Examination Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures. NO PUBLIC COMMENT; **APPROVED**; Ag/Pr – 4 ayes/1 ab (Bu)

- 7010) Program Specialist I/II-Ridgecrest
- 7011) Human Services Aide-Bilingual-Shift
- 7012) Sheriff's Sergeant-DP
- 7013) DA Lieutenant-DP
- 7014) Public Health Epidemiologist

4. **New Specification(s):** The following job specification(s) have been created and approved by the Chief Human Resources Officer and are submitted for the Commission's review in accordance with Civil Service Rule 204.21; MICHAEL GOULART HEARD; **REVIEWED, RECEIVED, AND FILED**; Ag/Pr – 4 ayes/1 ab (Bu)

- Behavioral Health Recovery Specialist Aide, Item No. 3733

Michael Goulart, Principal Human Resources Analyst, provided a brief overview. No public comment.

5. Civil Service Commission Hearing Calendar: Secretary to present findings and recommendations to the Commission regarding the scheduling of hearings; BRYAN ALBA, MARIA MURBACH and BRIAN VAN WYK HEARD; **ITEM TABLED TO THE NEXT REGULAR MEETING**

Maria Murbach, Commission Secretary, reported her findings in reviewing the process of scheduling hearings on the Commission Calendar. Commissioner Agbalog asked how long hearings took to complete in the past. Commission Prince recalled that hearings took 4 to 6 nights to complete. One night for opening remarks, each side took 2 nights to present their case, and 1 night for closing remarks and deliberations. Commissioner Agbalog mentioned there is a consensus about the difficulty experienced by the Commission in reserving a large block of dates months in advance, where Commission members may not be able to schedule other commitments. Considering the high likelihood of dates being vacated due to settlement negotiations, he suggests limiting the number of hearing dates scheduled to 3 or 4 nights at the onset and once the hearing begins, discuss scheduling additional nights if needed. Brian Van Wyk, Commission legal counsel, informed the Commission that scheduling additional dates ensures that both parties are afforded more time if needed.

Commissioner Rose asked about not rescheduling of hearings once they are removed from the hearing calendar. Mr. Van Wyk explained that if both parties request to remove the hearings, at that point, they do not want the hearing. Bryan Alba, Deputy County Counsel, addressed the Commission and explained that the cases presented before the Commission may involve complex termination cases and take longer than 3 days to complete. The parties involved have different strategies and he contacts them six weeks prior to the hearing dates scheduled but may not receive a response up until two weeks, or even less, prior to the hearing dates. If the hearing is taken off calendar, it usually is subject to settlement and then placed back on calendar if the settlement agreement is not finalized.

Commissioner Agbalog suggested establishing a hearing schedule baseline of 3 dates, one day for each side to present their case and one day for deliberations. Commissioner Rose would like further research on not rescheduling once removed from the hearing calendar. Commissioner Agbalog motioned to table this item to the next meeting. Vice President Price instructed Mrs. Murbach to meet and discuss with Commission legal counsel and present ideas for a plan at the next meeting. Commissioner Agbalog amended his motion to include instructions to Mrs. Murbach and Commissioner Rose seconded the motion.

6. Human Resources Division Items/Report:

None

7. Commission Member Presentations or Announcements:

None.

8. Adjourn to Closed Session: At 5:57 p.m., the Commission adjourned to closed session to consider the appointment, employment, evaluation of performance, discipline, or dismissal of

public employees and/or to hear complaints or charges brought against employees by another person or employee.

CLOSED SESSION (Government Code § 54957)

9. PUBLIC EMPLOYMENT – Reinstatement to the Re-Employment List
Office Services Technician (County Counsel Department) – Case No. 2017-0023; **REQUEST DENIED**; *Pri/Ag – 4 ayes/1 ab (Bu)*
10. PUBLIC EMPLOYMENT – Reinstatement to the Re-Employment List
Medical Assistant (Behavioral Health and Recovery Services) – Case No. 2017-0024;
REQUEST DENIED; *Pri/Ag – 4 ayes/1 ab (Bu)*
11. Vice President Price adjourned the meeting at 6:05 p.m. to the next Regular Meeting to be held on Monday, October 9, 2017 at 5:30 p.m.