

## SUMMARY OF PROCEEDINGS

### CIVIL SERVICE COMMISSION - COUNTY OF KERN

1115 Truxtun Avenue  
Bakersfield, California 93301

#### *Regular Meeting*

Monday, November 10, 2014  
5:30 p.m.

**PRESENT:** Commissioners Agbalog, Parli, Prince & Rose

**ABSENT:** None

**OTHERS:** Bryan Alba, Vicki Avila, Brittany Boykin, Devin Brown, Debbie Davis, Michael Goulart, Ginny Krebs, Kelly Levig, Brian Marshall, Lito Morillo, Mark Nations, Linda O'Neil, Margo Raison, Debbie Rodriguez, Norma Sanchez, Robb Seibly Mary Stewart and others

NOTE: Ag, Pa, Pr, Th, Ro are abbreviations for Commissioners Agbalog, Parli, Prince, Thorn & Rose. For example, Pa/Pr denotes Commissioner Parli 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

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

#### PUBLIC SESSION

##### 1. Public Presentations

Jean Hughes-Gutierrez requested the Commission reconsider her request for an Appeal Hearing at the December 8, 2014 Regular Meeting Commission directed Secretary Krebs to place this matter on the December 8<sup>th</sup> agenda for consideration.

##### 2. Approval of Minutes

Regular meeting of October 13, 2014 and special meetings of October 20, 21, 27 and 28, 2014. **APPROVED**; Ro/Pr – All ayes

\* 3. First reading of amendment to Rule 904.00 of the Civil Service Commission. **WAIVE READING**; **APPROVED**; Ro/Pr – All ayes

\* 4. Second reading of amendment to Rule 602.00 of the Civil Service Commission. **WAIVE READING**; **APPROVED**; Ro/Pr – All ayes

- \* 5. **Examination Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures.  
**APPROVED**; *Ro/Pr – All ayes*

6220) Waste Management Specialist I/II/III  
6221) Wound and Ostomy Nurse-Shift  
6222) Clinical Director-DP-KMC  
6223) Clinical Supervisor-Option II-Outpatient Services  
6224) Mental Health Recovery Specialist I/II  
6225) Mental Health Medical Director  
6226) Supervising Clinical Microbiologist-DP-KMC  
6227) Wastewater Specialist I-DP-Waste Management Services  
6228) Building Services Worker-DP-General Services-CAO  
6229) Microbiologist Trainee  
6230) Supervising Disposal Site Gate Attendant-DP-Waste Management  
6231) Office Services Assistant-PT-Shift-Lake Isabella/Kernville  
6232) Senior Nutrition Site Coordinator  
6233) Patient Rights Advocate  
6234) Investigative Aide  
6235) Hospital Charging Technician  
6236) Sheriff's Detentions Senior Deputy-DP-Sheriff  
6237) Sheriff's Dispatch Assistant  
6238) Computed Tomography Technologist I/II-Shift  
6239) Social Service Worker I/II-Lake Isabella  
6240) Program Support Supervisor-DP-Mental Health  
6241) Youth Prevention Specialist I/II  
6242) Office Services Specialist-DP-Child Support Services  
6243) Child Support Customer Service Representative  
6244) Deputy Coroner  
6245) Fiscal Support Specialist-DP-Personnel  
6246) Director of Pharmacy Services  
6247) Departmental Aide-PT-Shift  
6248) Automotive Mechanic I/II

- \*6. **Revised Specification(s):** The following job specification(s) have been revised in accordance with Civil Service Rules and established procedures. **APPROVED;**  
*Ro/Pr – All ayes*
- a) Fire Battalion Chief, Item No. 4580
  - b) Equipment Operator, Item No. 4925-*No action- item was pulled by the Personnel Director.*
7. **Commission Compensation for Listening to Taped Appeal Hearings:**  
The Personnel Director, Ginny Krebs presented a proposal which included a legal opinion from County Counsel that a Commissioner needs to be present at Civil Service hearing in order to receive compensation according to the current ordinance. Mark Nations advised the Commission could consider revising the existing ordinance to include the ability to be compensated for listening to taped testimony when a Commissioner can not be present. The Commission directed Krebs to work with County Counsel on drafting revisions to the ordinance, and survey other Civil Service Commissions to see if they have similar rules. Krebs to bring back survey Results and suggested ordinance language at a future meeting. **APPROVED;**  
*Pr/Ro – 3 ayes/ 1 oppose*
8. **Director of Personnel Items/Report of Closed Session Actions:**
- There were five items heard in Closed Session during Regular Meeting held on October 13, 2014. The reportable actions taken on those items are listed in the public minutes of that hearing.
  - Our Office Services Coordinator Christy Kennedy will be out on an extended leave through at least mid-December. In her absence, Office Services Technician Deonka Rufus, will be assuming the majority of the duties of that position.
  - On October 20<sup>th</sup> we welcomed a new probationary Personnel Analyst to this department. Brittany Boykin had worked with us in the past as an Extra Help Personnel Assistant for Human Services. Most recently she worked for the Sheriff's Department. Brittany initially has been assigned to work with five operating departments and on our Emergency Preparedness activities.
  - President Agbalog and Krebs met with a candidate for the Commission on October 13<sup>th</sup>. This was the second person they have met with since the vacancy came open in May of this year. They were scheduled to meet with Supervisor Maggard on October 20<sup>th</sup> to discuss the open seat on the Commission but that meeting was cancelled. Krebs has been told by the candidate they met with on October 13<sup>th</sup>, that he has an appointment the beginning of December to speak with the Supervisor about the opening on the Commission.
  - On August 22<sup>nd</sup>, your Commission interviewed candidates to perform Conflict Counsel duties and selected the firm Atkinson, Andelson, Loya, Ruud and Roma in Fresno. Krebs informed our County Counsel of the selection that same day and asked that she negotiate and set up a contract on behalf of your Commission with this firm. On October 20<sup>th</sup> a letter, signed by President Agbalog, was delivered to

County Counsel asking for a status update. As of this date, Krebs has not received an update or seen a copy of the draft agreement. On November 5<sup>th</sup>, Mr. Kevin Dale representing AALRR sent his second request via email to County Counsel asking for an update to the legal services agreement.

9. **Commission Member Presentations or Announcements:**

None

10. **Adjourn to Closed Session:** At 6:00 p.m., the Commission adjourned to closed session to consider the appointment, employment, evaluation of performance, discipline, or dismissal of public employees or to hear complaints or charges brought against employees by another person or employee:
15. Eleanor Smith requested public session with Commission; PUBLIC EMPLOYMENT – Personal Necessity Leave: Legal Process Technician II (Auditor-Controller-County Clerk) – Case No. 2014-0050; **REQUEST FOR PERSONAL NECESSITY LEAVE DENIED**; *Pa/Pr – All ayes*

**CLOSED SESSION (Government Code § 54957)**

11. PUBLIC EMPLOYMENT – Discipline/Dismissal/Release  
Building Service Worker II (Kern Medical Center) - Case No. 2014-0057;  
**DISMISSED DUE TO FAILURE OF APPELLANT TO APPEAR**; *Ro/Pr – All ayes*
12. PUBLIC EMPLOYMENT – Discipline/Dismissal/Release  
Deputy Sheriff (Sheriff) - Case No. 2014-0063; **HEARING DATES SET FOR FEBRUARY 17, 19, 23 and 24, 2015**; *Ro/Pr – All ayes*
13. PUBLIC EMPLOYMENT – Discipline/Dismissal/Release  
Deputy Sheriff (Sheriff) - Case No. 2014-0064; **ITEM CONTINUED TO DECEMBER 8, 2014 REGULAR CSC MEETING**; *Ro/Pr-All ayes*
14. PUBLIC EMPLOYMENT – Discipline/Dismissal/Release  
Licensed Vocational Nurse (Kern Medical Center) - Case No. 2014-0065;  
  
*No action- Item withdrawn by SEIU.*
16. PUBLIC EMPLOYMENT – Personal Necessity Leave  
Social Service Worker III (Aging and Adult Services) – Case No. 2014-0066;  
**REQUEST FOR PERSONAL NECESSITY LEAVE APPROVED THROUGH DECEMBER 31, 2014 WITH NO FURTHER EXTENSIONS**; *Pa/Pr – 1 ayes/ 1 oppose*

17. PUBLIC EMPLOYMENT – Personal Necessity Leave  
Social Service Worker III (Human Services) – Case No. 2014-0067; **REQUEST FOR PERSONAL NECESSITY LEAVE DISMISSED DUE TO APPELLANT RETURNING TO WORK;** *Pr/Ro – All ayes*
  
18. At 6:30 p.m., a motion was made to adjourn the meeting to reconvene to the Special Meeting scheduled for Tuesday, November 11, 2014, at 5:00 p.m.; Pr/Ro-All ayes