

SUMMARY OF PROCEEDINGS

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

Special Meeting
Friday, May 1, 2020
3:30 p.m.

THIS MEETING WAS CONDUCTED TELEPHONICALLY

PRESENT: Commissioners Agbalog, Holt, Oliver, Price, and Rose

ABSENT: None

OTHERS: Maria Murbach, and Brian Van Wyk

NOTE: Ag, Ho, Ol, Pri, and Ro are abbreviations for Commissioners Agbalog, Holt, Oliver, Price, and Rose. For example, Ho/Pri denotes Commissioner Holt made the motion and Commissioner Price 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 3:30 p.m. and announced about Governor Newsom’s Executive Order N-29-20 issued on March 18, 2020.

PUBLIC SESSION

1. **Public Presentations**

None

2. **New Member Orientation; Discussion of Civil Service Commission Duties and Responsibilities related to Rules 1300, 1400, 1500, and 2200.**

Brian Van Wyk, Deputy County Counsel, stated that it is understood that there have been severe economic effects created by the Covid-19 pandemic. Due to the extent of the economic disruption it is a possibility that there could be layoffs in the future. Because of this possibility, it is important that the Commission be thinking about and considering what the Commission’s role is and what the Commission would be doing in case those layoffs would be happening. Mr. Van Wyk provided a brief overview of Civil Service Rules 1300, 1400, 1500, and 2200. He stated that it is important to be mindful of due process, people are entitled to a fair hearing from an uninterested and unbiased hearing body and the Commission is that body.

Commissioner Holt asked if there is a possibility there might be some layoffs in the future and there may be some appeals that might appear before the Commission and we need to be prepared in case that happens.

Mr. Van Wyk stated his comments this evening were generally requesting the Commission to prepare themselves by reviewing the rules, becoming familiar with the terminology of those rules,

and the processes that are set forth. Much of it is very detailed and it goes point by point about how the process for an appeal is conducted, how the departments create their layoff lists and the interacting rules of the HRD and the Commission.

Commissioner Holt requested clarification as to whether we are not being asked to rethink or revisit the rules, more to familiarize ourselves with the rules that are in place so this extraordinary circumstance that we are in and the possible layoffs are coming are not driving any kind of real change. This is just in preparation and we want to stay in status quo of what has happened in the past. Mr. Van Wyk stated that is correct. However, should the Commission decide to revise the rules that is their prerogative. The purpose of this meeting is to discuss preparation and to be proactive in case layoffs become an issue.

Commissioner Rose remembered several years ago they went through a hiring freeze. Commissioner Agbalog recalled a similar situation several years ago and thought this would be a prudent time to have a refresher session for the Commission since there are two new members. He would like to have the Commission be ready and engaged to participate if needed. Commissioner Rose agreed but hoped there would be no need. She asked if there had been any discussion with any of the union representatives. Mr. Van Wyk stated that the purpose of this meeting is preliminary in nature and this question is a great example of why we are having this meeting because it raises the question of who we'll need to reach out to if these issues come up. Discussion followed about information included about the MOU and Mr. Van Wyk explained the meet and confer process to the Commission.

President Agbalog asked Mr. Van Wyk how Commission members could contact him if they had questions. Mr. Van Wyk stated he could conduct training sessions with any Commissioners or prepare presentations in response to their questions.

Commissioner Rose asked Mr. Van Wyk what he would recommend would be the most prudent and efficient use of his time in communicating with the Commission. Mr. Van Wyk stated that if the Commission has pressing questions that need to be answered urgently, would be knowing how soon the answer is needed. Generally having the course of a weekend is something that can help get things back to the Commission. Commissioner Rose thanked Mr. Van Wyk.

Commissioner Rose moved to adjourn and Commissioner Price seconded the motion. All ayes, adjourned.

3. Commission Member Presentations or Announcements

None

CLOSED SESSION (Government Code § 54957) – NO CLOSED SESSION ITEMS SCHEDULED FOR THIS MEETING

4. President Agbalog adjourned the meeting at 3:51 p.m. to the next Regular Meeting to be held on Monday, May 11, 2020 at 5:30 p.m.