

SUMMARY OF PROCEEDINGS

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

Regular Meeting
Monday, August 10, 2020
5:30 p.m.

THIS MEETING WAS CONDUCTED TELEPHONICALLY

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

ABSENT: None

OTHERS: Devin Brown, Kendra Graham, Maria Murbach, Brian Van Wyk, Brenda Villanueva, and others.

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 5:30 p.m. and announced about Governor Newsom’s Executive Order N-29-20 issued on March 18, 2020. He asked Commission Secretary Maria Murbach if any public emails had been received and she stated none had been received.

PUBLIC SESSION

1. **Public Presentations**
None

*CONSENT AGENDA

- *2. **Approval of Minutes**
Regular Meeting on July 13, 2020 and Special Meetings on July 20, 21, 22, and 29, 2020; NO PUBLIC COMMENT; **APPROVED**; Ol/Ro – All ayes
- *3. **Examination Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures; **APPROVED**; Ol/Ro – All ayes

7859) Firefighter-Lateral
7860) Supervising Legal Process Technician-Department Promotional-Sheriff
7861) Clinical Psychologist II
7862) Deputy County Counsel I-V
7863) Sheriff’s Support Technician-Shift
7864) Public Works Maintenance Worker I/II/III
7865) Maintenance Electrician
7866) Supervising Legal Process Technician-Countywide Promotion
7867) Cook I-Rosamond

- 7868) Senior Nutrition Site Coordinator
- 7870) Departmental Public Information Officer-Sheriff's Office
- 7871) Juvenile Corrections Officer I/II
- 7872) Behavioral Health Peer Specialist
- 7873) Assessment Technician
- 7874) Waste Management Specialist
- 7875) Building Plans Technician
- 7876) Disposal Site Gate Attendant I/II

4. **Revised Specification(s):** The following job specification(s) have been revised and approved by the Chief Human Resources Officer and are submitted for the Commission's review in accordance with Civil Service Rule 204.21; **REVIEWED, RECEIVED, AND FILED; Ro/Pri – All ayes**

- Behavioral Health Therapist Trainee, Item No. 3714;
Devin Brown, Chief Human Resources Officer, introduced Brenda Villanueva, Principal Human Resources Analyst, who provided a brief summary.

Commissioner Price asked for a correction on a misspelled word of on the first page of the revisions, where it stated the "State of California". The word "State" was missing the second letter "t".

Commissioner Oliver asked if the counselor position was getting watered down to try to increase numbers, he stated he was concerned as this was such an important position. Ms. Villanueva stated that for this classification, what was changing, was the 90-day requirement. She explained that this classification is used to capture new graduates. The way that the current job specification reads for the Behavioral Health Therapist I, they have to have their degree conferred in order for the recruiter to offer them a position. This trainee classification allows the recruiter to capture recent graduates 90-days prior to their degree being conferred. That is what this classification is being used for. It is a mechanism used to onboard candidates as quickly as possible. Commissioner Oliver thanked Ms. Villanueva.

5. **Civil Service Rule 1800 Update**

Brian Van Wyk, Deputy County Counsel, reported that Commission staff met with the HR team and they reported that all CS Rule 1800 investigations are currently up to date with the exception of the one outstanding investigation the Commission is well acquainted with. President Agbalog thanked Mr. Van Wyk.

6. **Commission Secretary Monthly Report**

None

7. **Human Resources Division Items/Report:**

Devin Brown, Chief Human Resources Officer, reported that on August 18, 2020 the County Administrative Office will present an item to the Board of Supervisors regarding a Distance Learning Assistance Plan for the County employees. As working parents, in this distance learning environment with their children, they will be facing many challenges. He explained that department leadership worked collectively with union representatives to put together a response

plan for how they will approach this issue for the County's workforce. Basically, assessed the needs of County employees and what they would prefer to do in response to their need to support and supervise their children when they are at home during the fall term.

The vast majority of them are interested in working from home. Over the past five months there have been many County employees working from home. At the beginning of the pandemic, there was a good portion of the County's workforce assigned to work from home and many have continued to do so after employees were brought back to the workplace. He informed the Commission that they were approaching it from that perspective, of trying to accomplish that need and move as many of the County's working parents into a work from home arrangement, also known as a tele-work arrangement, wherever possible. Of course, he acknowledged that not every County position can be accomplished at home. He stated that they were trying to adjust to that other separate need of those employees who cannot work from home.

This Distance Learning Assistance Plan would provide assistance with a reimbursement of childcare expenses of up to \$500 per month for the next four months, through December. That will hopefully help alleviate the extra burden costs that some of the County's workforce has seen providing childcare during the day. Most of the County's employees are used to having their children be at school during the day when they are working and after-school day care at the school, which is no longer available during this time period when distance learning is in effect. He stated that he hopes this item will roll out after the presentation to the Board and effective that day. He explained that they are working with IT staff on the capabilities to work from home arrangements.

President Agbalog thanked Mr. Brown for his report. No public comment.

8. Commission Member Presentations or Announcements:

None.

9. **Adjourn to Closed Session:** at 5:47 p.m., the Commission adjourned to closed session to consider the appointment, employment, evaluation of performance, discipline, or dismissal of employees or to hear complaints or charges brought against employees by another person or employee.

CLOSED SESSION (Government Code § 54957)

10. PUBLIC EMPLOYMENT – Discipline/Dismissal/Release
Deputy Sheriff (Sheriff's Office) – Case No. 2019-0013; **ADDITIONAL HEARING DATES SET TO AUGUST 26 AND SEPTEMBER 23 AND 24, 2020 at 4:00 p.m. TENTATIVE HEARING DATES SET TO SEPTEMBER 28 AND 29, 2020 at 4:00 p.m.**
11. PUBLIC EMPLOYMENT – Evidentiary Hearing Request
Social Service Worker V (Human Services) – Case No. 2020-0108; **HEARING DATES SET TO OCTOBER 6, 8, AND 15, 2020 at 5:00 p.m.**
12. Reconvened from Closed Session; President Agbalog adjourned the meeting at 6:21 p.m. to the next Special Meeting to be held on Monday, August 17, 2020 at 5:00 p.m.

13. MISCELLANEOUS DOCUMENTS FILED WITH THE COMMISSION:

- Email dated 7/22/2020 from Sophie Anslinger - relating to CALPIRG Ban Fracking Campaign