

## SUMMARY OF PROCEEDINGS

### CIVIL SERVICE COMMISSION - COUNTY OF KERN

1115 Truxtun Avenue  
Bakersfield, California 93301

#### *Regular Meeting*

*Monday, April 9, 2007*

5:30 p.m.

**PRESENT:** Commissioners Briscoe, Price and Rhoades

**ABSENT:** Commissioner Johnson

**OTHERS:** Russell Albro, Christina Alegria, Naomi Anderberg, Joyce Anderson, Brad Brandon, Ryan Buck, Sharon Bush, Doris DePriest, Lawrence Espinosa, Andrew Feaster, Justin Fleeman, Michael Goulart, Bob Grant, Kris Grasty, JoAnne Groseclos, Maria Guzman, Mary Hancock, Ruth Jones, Young Kim, John McAdoo, Todd McFetters, Carmen Mercado, Christy Morley, Jeff Morris, Linda O'Neil, Kathleen Neuman, Shannon Oastler, Stacey Parrish, Keri Pharris, Mark Quinn, Margo Raison, Laura Ramsey, John Rhonemus, Kendra Roberts, Debbie Rodriguez, Jackie Rosso, Brian Russom, Robb Seibly, Raymond Taylor, Donald Terleski, Rosemary Wahl, Chuck Waide, Jill Whitson, Jason Wiebe, David Wolf, Richard Wood, Kevin Zimmermann

#### **PUBLIC SESSION**

1. **Public Presentations**

No presentations.

2. **Approval of Minutes**

Regular and Executive meetings of March 12, 2007 and Special meetings of February 27 & 28 and March 7 (2), 13 (2), 14 (2), 15, 19 & 20, 2007. **APPROVED;** *Br/Rh – All Ayes*

3. **Revised Specification(s):** The following job specification(s) have been revised in accordance with Civil Service Rules and established procedures. **APPROVED;** *Br/Rh – All Ayes*

- a) Trauma Registrar, Item No. 3235
- b) Fire Engineer, Item No. 4595
- c) Social Service Worker II, III, IV, V, Item Nos. 3661, 3660, 3655, 3654

4. **Correction of Bargaining Unit Status:** The following bargaining unit status has been revised in accordance with Civil Service Rules and established procedures. **APPROVED;** *Rh/Br – All Ayes*

- a) Assistant Executive Director/Investment Analyst – Kern County Employee’s Retirement Association (KCERA), Item #0525, from Mid-Management “D” to Management “M”

5. **Examining Schedule:** The following examinations have been scheduled in accordance with Civil Service Rules and established procedures. **APPROVED;** *Rh/Br – All Ayes*

- 4569) Director of Human Services
- 4600) Disposal Site Gate Attendant – Part Time – East Kern
- 4601) Department Analyst
- 4602) Program Technician
- 4603) Public Health Nurse III
- 4604) Library Associate – Bilingual – Lamont
- 4605) Deputy District Attorney I/II/III/IV/V
- 4606) Probation Division Director – Department Promotional
- 4607) Group Counselor III – Department Promotional – Department of Human Services
- 4608) Deputy Clerk of the Board I
- 4609) Supervising Road Maintenance Worker II – Department Promotional – Roads
- 4610) Youth Preventative Aide
- 4611) Fiscal Support Supervisor – Countywide Promotional

6. **Reclassification(s):** The following reclassification recommendations are based upon analysis conducted by the Personnel Department in accordance with Civil Service Rules and established procedures.

- a) *Schedule 1160 – Information Technology Services Division – CAO –*  
**APPROVED;** *Rh/Br – All Ayes*

RECLASSIFY

2460	1	Senior Information Systems Specialist OR	R 58.9-E	4103-5009
2461		Information Systems Specialist III OR	R. 57.9	3909-4765
2477		Information Systems Specialist II OR	R. 54.9	3361-4103
2478		Information Systems Specialist I	R. 53.9	3197-3903

TO

2436	1	Network Systems Administrator	R. 60.9-D	4533-5534
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- b) Schedule 5120 – Department of Human Services - **APPROVED**; Br/Rh - All Ayes

RECLASSIFY

3280 1 Office Services Assistant R. 43.2-E 1875-2289

TO

3275 1 Office Services Technician R. 45.4-D 2092-2555

- c) Schedule No. 4312 – Mental Health Department – Substance Abuse Program – **APPROVED**; Br/Rh - All Ayes

RECLASSIFY

3270 1 Office Services Specialist R. 47.9-E 2370-2894

TO

3265 1 Senior Office Services Specialist R. 49.8-D 2606-3181

7. Request from BARRY JOHNSON, former County of Kern employee, for reinstatement to the eligibility list for Human Services Technician, in accordance with Civil Service Rule 505, et seq. The Department of Human Services has asked that this request be accepted with the provision he be reinstated for County departments other than the Department of Human Services. **CONTINUED TO MAY 14, 2007**; Br/Pr – 2 Ayes, 1 Abstain

Mr. Johnson was not present. Mark Quinn, Representative for the requesting department, stated Mr. Johnson resigned in lieu of termination as he had time and attendance issues. The Commissioners asked that this matter be continued to the next regular meeting in order to obtain additional information.

8. Request to reschedule hearing date(s) in the matter of the termination appeal of NORMA WILSON by the Kern County Farm & Home Advisors Office. This matter was continued from November 13, 2006 and February 12, 2007. The previous hearing dates of April 16 & 18, 2007 were vacated by the Civil Service Commission to accommodate the need to continue the hearing in progress. **APPROVED - CONTINUED TO MAY 14, 2007**; Br/Rh – All Ayes

Mr. Nance, representative for Ms. Wilson, stated he is scheduled to meet with Ms. Wilson this week to discuss a possible a resolution.

9. Request from Jay Trinnaman, General Counsel for California Organization of Police and Sheriff's, to schedule hearing date(s) in the matter of the disciplinary action by the Kern County Sheriff's Department of his client, name redacted, from the position as a Detentions Deputy. This matter was continued from November 13, 2006 and February 12 and March 12, 2007. **APPROVED; CONTINUED TO MAY 14, 2007;** *Br/Rh – All Ayes*

Margo Raison, County Counsel, stated she is awaiting response from the client's attorney. In the past, Mr. Trinnaman has requested the matter be continued pending outcome of the criminal matter, which is scheduled to be heard in October. Ms. Raison stated the department is prepared to move forward; however, should this issue be continued she asks that it be stipulated that should the Appellant ultimately prevail in the matter that she concedes not to seek back wages.

10. Request from Attorney Gary Sampley for an appeal hearing in the matter of the three-day suspension his client, DEBBIE COLEMAN, from her position as Social Service Worker II with the Kern County Department of Human Services. **APPROVED;** **HEARING DATE(S) SET FOR MAY 23 & 24, 2007;** *Rh/Br – All Ayes*
11. Request from the Kern Count Library to remove the name of PEDRO RODRIGUEZ from the eligible list for Office Services Assistant, as well as withheld from certification to the Library for future vacancies, Certification No. 45111. **APPROVED;** *Br/Rh – All Ayes*
12. Request from Kern County Department of Human Services to remove the name of TERENCE BERRY from the eligible list for Human Services Technician, Examination No. 4101, Certification Nos. 44906, 45105, 45211, 45427. **APPROVED;** *Br/Rh – All Ayes*
13. Request from the Sheriff's Office to remove the name of DONETTE ARAUJO from the eligible list for Office Services Technician, Examination No. 4443 and Certification No. 44926. **APPROVED;** *Rh/Br – All Ayes*
14. Request from the Sheriff's Office to remove the following names from the eligible list for Deputy Sheriff I, Examination No. 3841 and Certification No. 44680: **APPROVED;** *Br/Rh – All Ayes*
- a) CORY BALLESTERO
  - b) LUKE BRENNER
  - c) ABEL PEREZ
15. Request from the Sheriff's Office to remove the following names from the eligible list for Deputy Sheriff Trainee, Examination No. 4428 and Certification No. 45049: **APPROVED;** *Br/Rh – All Ayes*
- a) ROBERT BOLDEN
  - b) JAMES BOSTON
  - c) RUSSELL COX

- d) WESLEY DAVIS
- e) ROBERT ESPINOSA
- f) JESUS FERNANDEZ
- g) GARY FRIEDMAN
- h) ANTHONY GAMON
- i) RUSSELL GRANDMONT II
- j) WENDY HOWARD
- k) BRYON JACKSON
- l) FRANCISCO JIMENEZ, JR.
- m) CHRISTOPHER LUCAS
- n) JESUS MORONEZ
- o) MANUEL MADRID

16. Request from the Sheriff's Office to remove the following names from the eligible list for Sheriff's Detentions Deputy Trainee, Examination No. 4277 and Certification No. 44989: **APPROVED**; *Br/Rh – All Ayes*

- a) DANIEL ARIAS
- b) SERGIO BAUTISTA
- c) BRETT EVERTSE
- d) CORINA URIAS (GARCIA)
- e) DELISA MARIE OWENS
- f) TAMARA RUTLEDGE
- g) LISA SAMPSON
- h) JOHN SIEMENS

17. Request for Revocation/Decertification of Recognition of Employee Organization and Subsequent Recognition of Kern County Social Workers' Association. Commission to determine whether to hear the matter or hire a Hearing Officer to hear the matter and make recommendation to the Commission.

Jeff Morris, Interim President of Kern County Social Worker Association, informed the Commission he is renewing their request with the County of Kern to decertify from the current union. He reiterated that this process began last April and has hit several roadblocks. However, he believes the law is firmly behind them. He requested the Commission set hearing dates as quickly as possible as many Social Workers do not have a voice in the current contract negotiations as they are no longer union members.

Chuck Waide, SEIU Local 521, recommend that a hearing officer be hired to hear the case and make a recommendation to the Commission. He stated that it is important to note that a change of any bargaining unit will have a significant impact on other bargaining units.

Ruth Garcia, Social Worker, stated she was a union member for 11 months but has since opted out. She does not feel the current union has represented her interests.

The Commission felt it would be beneficial to have the matter heard by a Hearing Officer, who is an unbiased party. A motion was made to proceed and direct the Personnel Director to hire, as expeditiously as possible, a hearing officer.

**APPROVED**; *Br/Rh – All Ayes*

18. **Director of Personnel Items:** This portion of the meeting is reserved for the Personnel Director to present to the Commission and to the public, information, announcements and items that have come to his attention.

No report.

19. **Commission Member Presentations or Announcements:** On their own initiative, Commission members may make a brief announcement or a brief report on their own activities. (Government Code Section 54954.2(a))

No announcements.

20. **Executive Session**

At 5:59 p.m., Vice-President Prince convened to closed session to meet with Michael Goulart of the Human Relations Commission and to discuss additional personnel issues.

Motion made to continue the Executive Session to Monday, April 16, 2007 at 4 p.m. –

**APPROVED**; *Br/Rh - All Ayes*

21. **Adjournment**

Vice-President Prince reconvened to Public Session and adjourned the meeting at 6:30 p.m.