

SANTA CRUZ COUNTY
CIVIL SERVICE COMMISSION
Minutes for March 17, 2011
5:55 p.m.
701 Ocean Street, Room 500
Santa Cruz, California

There was a public reception for outgoing Commissioner Robert Taren at 5:30 p.m.

Present: Chair James Maxwell, Vice Chair Olivia Madrigal, Carmen Potro, and Dina Hoffman.
Absent: Margaret Leonard.

Staff present: Laurie Hill, staff to the commission. Michael McDougall, Personnel Director, and Ajita Patel, Deputy Director of Personnel.

Meeting was called to order in honor of Bob Taren.

1. Approved minutes of the meeting of January 20, 2011. Motion/Second: Madrigal and Hoffman. Potro abstained because she was not at the meeting in January.

AYES: 3
NOES: 0
ABSTAIN: 1
ABSENT: 1

2. (Item 6.a) Commission adopted a resolution commending Robert Taren for his service to the Commission and County. Motion/Second: Potro and Madrigal.

AYES: 4
NOES: 0
ABSTAIN: 0
ABSENT: 1

Chair Maxwell presented the commendation to Robert Taren.

3. Oral Communications: Pruitt Tully, former employee relations manager for the County questioned the appointment of former Board Aide to the position of Eligibility Worker III, and claimed that he was not qualified and potentially denying the promotion of a more qualified employee. He said that employees are reluctant to complain because the county did not have a valid Whistleblower Program. He urged the Commission to adopt a Whistleblower program similar to Oakland's, add layoffs as cause for action and increase the penalty amounts.

4. Secretary's report: Three pending appeal hearings: one appeal was withdrawn, two remain. Discussed possible dates.

5. Old Business: Consider discontinuing Commission review of the Employment Services Division Workload Report. Commission voted to discontinue this report. Motion/Second: Potro and Madrigal.

AYES: 4
NOES: 0
ABSTAIN: 0
ABSENT: 1

6. Old Business: Update on Commission's Recommended Change to Civil Service Rules: Add dishonesty to causes for disciplinary action. Rule change was adopted by the Board on March 15, 2011. More proposed rule changes may follow.

7. Adopted Delegated Classification Report. Motion/Second: Madrigal and Potro.

AYES: 4
NOES: 0
ABSTAIN: 0
ABSENT: 1

8. Received Civil Service Commission Annual Report for 2010.

9. Received correspondence:

- a. Received letter from the Board of Supervisors, dated February 8, 2011, accepting Commission's annual report, and thanking the Commissioners
- b. Received letter from the County Clerk regarding the required Statement of Economic Interest Forms due April 1, 2011.
- c. Letter from Pruitt Tully, dated March 2, 2011, regarding violation of county regulation and merit system standards. Potro moved to investigation the circumstances of hiring an Eligibility Worker III. Madrigal seconded. Discussion followed. Possession of a bachelors' degree qualifies. McDougall offered that that the selected applicant was an internal candidate that requested a voluntary demotion and the department selected him from the transfer list. Motion failed:

AYES: 2
NOES: 2
ABSTAIN: 0
ABSENT: 1

Chair Maxwell suggested that the Whistleblower program be placed on the next agenda. Potro clarified that the Commission wanted to take another look at the program in the context of personnel actions. Will return to where the Commission left off with the Board on this matter. Motion/Second: Potro and Madrigal.

AYES: 4
NOES: 0
ABSTAIN: 0
ABSENT: 1

10. The meeting was adjourned at 6:10 p.m.

11. Next meeting is scheduled May 19, 2011.