

**Civil Service Commission Minutes**  
**Thursday, July 19, 2007**

The Civil Service Commission held a quarterly meeting on Thursday, July 19, 2007 in the Board of Supervisors' Chambers, 701 Ocean Street, Santa Cruz, California.

**ORDER OF BUSINESS**

1. Call to Order: Chair Michael Barsi called the meeting to order at 5:50 p.m.
2. Attendance: Commissioners present: Chair Michael Barsi, Robert Taren, Patricia Fink and Judy Jones. Commissioner Jack Gordon was excused absent. Present: Thornton Kontz, Commission Attorney, Laurie Hill, Secretary to the Commission, Dania Torres Wong, Personnel Director, Ajita Patel, Deputy Director of Personnel, Liz Morrison, Employment Services Manager, and Personnel Analysts Terri Cobbs, Christa Schleiner, Ana Ventura Phares, and Nisha Patel. SEIU was represented by Nick Steinmeier, Santa Cruz Area Director, Nancy Elliott, Chapter President, and several SEIU members.
3. Approval of Minutes: The minutes of the April 19, 2007 meeting were approved 4-0-1.
4. Oral Communications: There were no oral communications.
5. Secretary Report: There was no Commission Secretary report.
6. Old Business:

Consider Service Employees International Union (SEIU) Local 521 request to address Civil Service oversight, job specifications, job reclassification and the Whistleblower Hotline. Kaleo Kaluhiwa, SEIU County Chapter Vice President, opened with SEIU general complaints of hiring, transfer, promotion, job reclassification, retaliation, and reassignments cited as examples of subtle abuse by Personnel. One member complained about lack of confidentiality in the processing of a Whistleblower complaint, suggesting that the Whistleblower Hotline be managed by outside staff. Several other members presented anonymous complaints asking the Commission to investigate. Complaints included: a position cut from the budget following a complaint, practice of provisional appointments prior to recruitment, allegations of preferential hiring of friends and family members, and lack of responsiveness or avenue of appeal for requests for reclassification. Miss Keesling, Chief Steward, requested a Commission website with minutes and agenda and a Commission subcommittee to investigate allegations. Kaleo asked that the Commission be independent from the Personnel Department and that reclassification appeals be heard by the Commission.

Chair Barsi offered to meet confidentially to determine specifics, and Commissioner Taren asked for a copy of the documentation. The SEIU representatives asked to retain confidentiality and Commission Attorney, Thornton Kontz, agreed to accept written communications in his office. Commissioner Taren moved that two Commissioners form an adhoc committee to review the allegations and report back to the full Commission.

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Commissioner Jones clarified that she expected current facts, not hearsay, dates, times, etc. Chair Barsi said that the Personnel Department deserves the opportunity to respond at a later date. Jones suggested that the proposed ad hoc committee return in October after talking to the parties. Commission voted 4-0-1 in favor of an ad hoc committee and Chair Barsi and Commissioner Taren agreed to serve.

Chair Barsi agreed to write a letter to the Board of Supervisors regarding the Whistle Blower program.

7. New Business: There was no new business.
8. Reports
  - a. Adopted delegated Classification Actions report. Commissioner Taren moved to adopt the report, seconded by Commissioner Fink. Approved 4-0-1.
  - b. The Commission received and accepted Employment Services Division Workload Report.
  - c. The Commission received and thanked staff for the Discipline Report.
9. Received correspondence
  - a. Letter dated May 17, 2007 from Personnel to Service Employees International Union Local 521 (SEIU) requesting meeting prior to July 17 meeting.
  - b. Letter dated June 21, 2007 from Personnel to SEIU requesting meeting prior to the July 17 meeting. Commissioner Jones remarked at the lack of response from SEIU regarding the request for a meeting.
  - c. Letter dated June 28, 2007 from SEIU to Personnel regarding request for meeting.
  - d. Letter dated June 6, 2007 from the American Civil Liberties Union requesting information on procedures for law enforcement appeals.
  - e. Letter dated June 19, 2007 from Personnel in response to the request from the American Civil Liberties Union.
10. Adjourned to closed session at 7:25 pm: Conference with legal counsel – existing litigation (pursuant to Government Code subdivision (a) of 54956.9) Case # CV157028 County of Santa Cruz v. Civil Service Commission. Commissioner Taren was not in attendance.
11. Adjournment: Commissioner Jones reported no actions taken in closed session. There being no other business or public comment, the quarterly meeting was adjourned at 7:35 p.m.

Respectfully submitted,

Laurie Hill, Staff to the Commission