



CIVIL SERVICE COMMISSION
Meeting Minutes
April 4, 2019

CALL TO ORDER: 4:00 p.m.

PRESENT: Bill Brill, Chair; Sharon Hightower, Vice-Chair; Joan Smith, Roy Truitt (via teleconference)* and Michael Wilcoxon, Commission Members.

ABSENT: All Present.

VACANT: None.

STAFF: Colleen Winchester, Sr. Deputy City Attorney; Deputy City Clerk Rebecca Hall.

*This meeting was teleconferenced pursuant to Government Code Section 54953(b)(3) with Commissioner Roy Truitt participating from the location Asilomar Hotel and Conference Grounds, Hearst Hall, 800 Asilomar Avenue, Pacific Grove, CA 93950. The teleconference location was accessible to the public for the open session portion of the meeting pursuant to Government Code Section 54953(b)(3).

This Civil Service Commission meeting was duly noticed pursuant to open meeting requirements of the Ralph M. Brown Act (G.C. Section 54956).

PUBLIC COMMENT

None.

ORDERS OF THE DAY

Upon motion by Vice-Chair Hightower, seconded by Commissioner Smith and carried unanimously, the Orders of the Day were approved. (5-0.)

CONSENT CALENDAR

Upon motion by Vice-Chair Hightower, seconded by Commissioner Smith and carried unanimously, the Orders of the Day were approved. (5-0.)

END OF CONSENT CALENDAR

1. Overview of the City’s Reallocation Process (Human Resources)

Director of Employee Relations/Human Resources, Jennifer Schembri, offered a presentation of the City’s Reallocation Process, explaining the definition of Reallocation, Best Practices for Reallocation and a Background of the City’s Program. She noted that Human Resources is embarking on a nine-month pilot program, which will be evaluated at the end of April 2019. The intent is to continue the program, but modifications may be made based on the evaluation.

2. The Civil Service Commission Appeal of Denial of Position Reallocation Request for Laura Black, Human Resources & Internal Affairs Manager

Laura Black presented her appeal regarding the denial of a Position Reallocation Request for reallocation from Senior Analyst to Program Manager I. Director of Employee Relations/Human Resources, Jennifer Schembri spoke on behalf of Human Resources decision to deny the reallocation request. Laura Black and Jennifer Schembri responded to questions from the Commission.

Motion: Commissioner Wilcoxon moved to uphold the denial of the position reallocation. The motion was seconded by Vice-Chair Hightower.

Action: On a call for the question, the motion carried, and the appeal of the reclassification of the position was denied.
(3-2. Noes: Brill, Truitt.)

3. Public Employee/Discipline: Hearing on Petition for Rehearing, Fire Inspector Case 18-03, Rehearing and deliberations, if necessary. (Closed Session, Gov. Code §54957) [April 10, 2019 tentatively reserved if necessary.]

The Civil Service Commission entered into a Closed Session at 5:42 p.m. regarding the Hearing on Petition for Rehearing, for Fire Inspector Case 18-03. Closed Session adjourned.

ADJOURNMENT

Upon motion by Vice-Chair Hightower, seconded by Commissioner Smith and carried unanimously, the Civil Service Commission meeting of the City of San José adjourned at 5:58 p.m. to April 10, 2019 regarding the Petitions for Rehearing on the Appeal of Disciplinary Action Case No. 18-03. (Clouse/Schwartz)



BILL BRILL, CHAIR

ATTEST:
CIVIL SERVICE COMMISSION
CITY CLERK, TONI J. TABER, CMC, SECRETARY



Ruth Krantz, Deputy Secretary