

Compton Unified School District

Special Meeting of the Personnel Commission

MINUTES

School Police Briefing Room

500 South Santa Fe Avenue Compton, CA 90221

Thursday, July 27, 2006 5:00 p.m.

Order of Business

1.	Call	to	order

- 2. <u>Pledge of Allegiance</u>
- 3. <u>Invocation</u>
- 4. Roll Call

Mr. Martin Chavez, Chairperson	(x)
Ms. Myrtle Caldway, Member	(x)
Mr. Micah Ali, Member	(x)
Ms. Tanya Bragg, Secretary	(x)

5. Executive/Closed Session

[Pursuant to Government Code 54954.5, 54956, 54956.8, 54957, 54957.6(a)]

Conference with labor negotiator agency designated representative: Dr. Pattrice Sewell. Unrepresented Employee(s): Classified Management, Non-represented classified employees.

6. Unfinished Business: None

7. Reports:

*06/07-01 1. Request to approve the District's recommendation to reallocate the following salary ranges:

CONFIDENTIAL EMPLOYEES

Classification	Schedule	Range
Senior Secretary Mono &	T	From 15 to 17
Bilingual		
Administrative Secretary Mono		
& Bilingual	T	From 17 to 19
Executive Secretary Mono &		
Bilingual	T	From 20 to 22
Secretary to the Superintendent	T	From 24 to 26

MANAGEMENT

Classification	Schedule	Range
Accounting Manager	U	From 31 to 33
Budget Manager	U	From 31 to 33

SENIOR MANAGEMENT

Current Classification	Requested Classification	From Old Schedule	To New Range
Associate Superintendent of Fiscal Services	No change in title	Schedule O, Range 2	Schedule O, Range 3
Chief of Police	No change in title	Schedule U, Range 37	Schedule O, Range 1

^{*}Personnel Commission Routine Agenda Items.

Item 06/07-01 approved with the following modifications: Sr. Secretary Monolingual & Bilingual Schedule T, from Range 15 to 16, Administrative Secretary Monolingual & Bilingual, Schedule T, from Range 17 to 18, Executive Secretary Monolingual & Bilingual, Schedule T, from Range 20 to 21 and Secretary to the Superintendent, Schedule T, from Range 24 to 25. Accounting Manager, Schedule U, from Range 31 to 32, Budget Manager, Schedule U, from Range 31 to 32, and Chief of Police, Schedule U, from 37 to 38.

Accepted:	Mr. Martin Chavez	Rejected:		Modify:	
Moved:	Mr. Micah Ali	Seconded:	Ms. Myrtle I. Caldway	Vote:	3-0

*06/07-02 Approval to reclassify the following job classifications:

Current Classification	Requested Classification	From Old Schedule	To New Range
(1) Accounting Manager	Director of Payroll/Risk Management	Schedule U, Range 31	Schedule U, Range 35
Director of Classified Personnel Services	Sr. Director of Classified Personnel Services	Schedule U, Range 39	Schedule U, Range 40

Item 06/07-02 approved with the following modifications: removal of (1) Accounting Manager to be reclassified as the Director of Payroll/Risk Management. Also, strike the Senior from the recommended title of Sr. Director of Classified Personnel; however, the salary range to 40 will remain.

The Personnel Commissioners directed staff to conduct a classification study for a new position of Director of Payroll/Risk Management, Schedule U, Range 35 and present the recommendation with the supporting documentation to the September 6, 2006 PC regular meeting.

Commissioner Ali stated he was not in support of an individual serving on an interim basis. This individual would be given a competitive advantage over the other incumbents and it is unknown even if the individual meets the minimum qualifications at this time.

Chairperson Chavez expressed although it would be very nice to have an interim employee serving in the capacity, the minimum qualifications have not been established for this classification. Ms. Bragg, Director of Classified Personnel Services, inserted that the new position would first need to be approved by the Personnel Commissioner prior to the consideration of working an individual on an interim basis.

^{*}Personnel Commission Routine Agenda Items.

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Commissioner Caldway posed the question, "who will perform the duties on an interim basis?" Ms. Bragg responded, the Accounting Manager will continue to be compensated for the additional work assigned in her current classification.

Commissioner Ali added that there is no rush to approved the item today. The Personnel Commission should consider allowing the 39 month re-employment list for the Director of Risk Management to exhaust prior to proceeding with any action.

Accepted:	Mr. Martin Chavez	Rejected:		Modify:	
Moved:	Ms. Myrtle I. Caldway	Seconded:	Mr. Micah Ali	Vote:	3-0

8. Public Comments/Non-Agenda Items

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Ms. Irene Estrada, Budget Manager expressed that the Commission should reconsider their decision to modify the Budget Manager salary range. The employee provided a list of responsibilities to support the salary range of 33. Commissioner Chavez stated that at this time, the Commission sustains the noted modification to the item. The Commission is open to reconsider the salary range of 33 with the appropriate supporting justification.

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Dr. Pattrice Sewell, Sr. Director of Human Resources, requested that the current employee serving in this capacity of Payroll/Risk Management be allowed to continue to serve in the new classification until the position is created.

Request denied by the Personnel Commissioners.

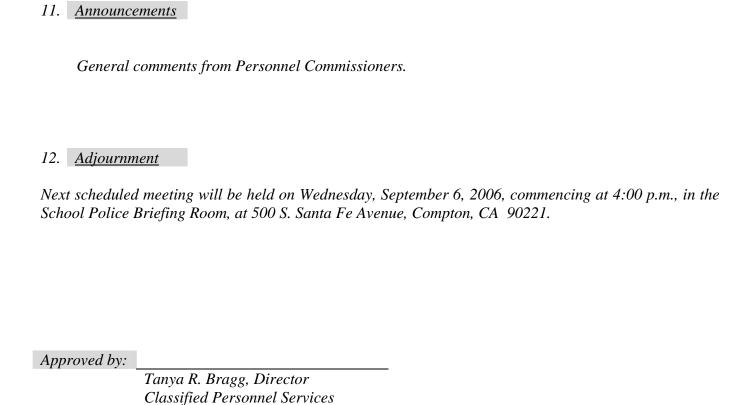
9. Communications/Correspondence

None

10. Personnel Commissioners' and Director's Discussion

None

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