



Office of the Personnel Commission

501 South Santa Fe Avenue
Suite #150
Compton, CA 90221

MINUTES of Regular Meeting of the Personnel
Commission

AGENDA

Thursday, May 29, 2014

4:30 p.m.

A. OPEN SESSION

1. Call to Order

2. Roll Call

Ms. Florence Adams-Vickers, <i>Chairperson</i>	Present	X
Mr. Jonathan B. Taylor, <i>Vice Chairperson</i>	Present	X
Ms. Janice Irving, <i>Member</i>	Present	X
Mr. Laurence Adams, <i>Secretary</i>	Present	X

3. Pledge of Allegiance

1. Minutes

a. Approval of Minutes for May 20, 2014

_____ J.I _____	_____ J.T. _____	<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
		3	0	

PUBLIC COMMENTS ON AGENDA AND NON-AGENDA ITEMS

Anita Jones-Lead Warehouse Worker (Warehouse)

Presented the Commissioners with catalogs from LAUSD on classes and training that they are currently offering.

Raymond Wallace-Grounds Equipment Operator (FMOT)

Has concerns regarding an e-106 that was generated for another Grounds Equipment Operator to be placed in the out of class position of Irrigation System Technician. He does not feel that the decision to place this individual in the out of class assignment is fair due to the fact that this individual and two others have not been working in the Grounds Department for the past three years and feels they should not be considered for this position.

Laurence Adams-Senior Executive Director

Mr. Adams responded to Mr. Wallace that the appointment was based on seniority. The FMOT acting Senior Director requested to appoint one of the Grounds Equipment Operators to be placed out of class, for a person who retired recently from the Irrigation Technician Position. The Federation MOU with the school district basically says that consideration for selection of a unit member to be assigned to a temporary assignment outside of his/her normal duties but to a position within the bargaining unit shall be restricted to unit members in a lower classification at the effected site based on seniority. It also goes on to say that if the assignment cannot be made by this procedure the assignment shall be made by the Personnel Commission using the appropriate eligibility list. Mr. Adams also went on to say that we currently have no eligibility list for the position of Irrigation System Technician, so the classification of Grounds Equipment Operator was

the class that the Senior Director of FMOT was requesting to be utilized. The classification was then tested against seniority based on the MOU requirement. It was then determined that the person that the Director of the FMOT wanted to appoint was fifth in line on the Seniority Report. The Director of the FMOT was then informed that he would have to go by the seniority list from first person and then down the line. The person who is to be placed out-of-class according to the MOU is the person with the highest seniority in that particular classification.

Florence Adams-Vickers-Chairperson

Asked Mr. Adams what the salary range was for Grounds Equipment Operator and Grounds Worker?

Laurence Adams-Senior Executive Director

Mr. Adams stated that both the Grounds Equipment Operator range (125) and the Grounds Worker range (105) are on the Supplemental Salary Schedule for Federation Members.

Brian Miller-Grounds Supervisor (FMOT)

Stated that Mr. Wallace is correct in the fact that three Grounds Equipment Operators were unofficially taken from the Grounds Department and placed in the Plumbing shop, leaving him short of staff for three consecutive years.

Jonathan Taylor-Commission Co-Chairperson

Asked Mr. Miller who ordered that move?

Brian Miller-Grounds Supervisor (FMOT)

Mr. Miller informed Commissioner Taylor that it was not done through the Personnel Commission but unofficially through the previous FMOT Director at that time.

Florence Adams-Vickers-Chairperson

Inquired as to how are they getting paid out-of-class?

Laurence Adams-Senior Executive Director

Informed the commission that they are not getting paid out-of-class because they are still working in the same classification of Grounds Equipment Operator.

Janice Irving-Commissioner

Asked Mr. Miller if he has ever brought this issue to the attention of the Personnel Commission?

Brian Miller-Grounds Supervisor (FMOT)

Mr. Miller responded by saying he has not informed the Personnel Commission, he has only informed FMOT Directors and Managers about the issue in the past.

Florence Adams-Vickers-Chairperson

Stated that the Commission is at a disadvantage because no one has come forward to inform the Commission of this. Chairperson Adams-Vickers feels that if these three individuals have not performed in their correct departments under the proper classification for three years then they should not be able to jump over others that have remained in the Grounds Department.

Janice Irving-Commissioner

Feels that these concerns need to be revisited because those three Grounds Equipment Operators are currently working in the Plumbing department were they are not assigned to.

Brian Miller-Grounds Supervisor (FMOT)

Feels that the job description for Irrigation System Technician is concerning because it describes mostly work done in the Grounds Department. Says the description states that the position requires trimming trees, edging lawns, driving a mower, mixing and applying herbicide, operation of a boom truck and pouring concrete. With no education or experience needed in the position.

Jonathan Taylor-Commission Co-Chairperson

Suggested that Mr. Miller meet with Mr. Adams and go over the job description marking up and making comments on what he feels is necessary.

Janice Irving-Commissioner

Makes a request to hold off on processing the out-of-class e-106 for the Irrigation System Technician until the position is revisited.

Florence Adams-Vickers-Chairperson

Chairperson Adams-Vickers also feels the need to hold off on the out-of-class assignment of the Irrigation System Technician. Suggests to Brian Miller that he gets e-106s started to bring back those three individuals that were taken to the Plumbing Department out of the Grounds Department.

No further comments were offered.

B. Convened into CLOSED SESSION 6:15pm

1. Senior Executive Director-Classified Personnel

C. Reconvened out of CLOSED SESSION at 7:44pm

1. Adjournment/Reconvene in Open Session and Report Out of Closed Session (Pursuant to Government Code Section 54947.1)

Moved: F.A.V. Seconded: J.T.

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
3	0	

There was nothing to report out of Closed Session.

2. Meeting Adjourned at 7:44pm

Next scheduled Special Meeting is June 5, 2014 commencing at 11:00 a.m., in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.

Moved: J.T. Seconded: F.V.

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
3	0	