



*Office of the Personnel Commission*

501 South Santa Fe Avenue

Suite #150

Compton, CA 90221

**Notice and Call of Special Meeting of the  
Personnel Commission**

**MINUTES**

*Tuesday, September 13, 2016*

*3:00 p.m.*

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Commission meeting room, to access written documents being discussed at the Commission meeting, or to otherwise participate at Commission meetings, please contact Claudia K. Lopez, Assistant Director of Classified Personnel Services at (310) 639-4321, for assistance. Notification of at least forty-eight (48) hours before the meeting will enable the Commission to make reasonable arrangements to ensure accessibility to the Commission meeting and to provide any required accommodations, auxiliary aids or services.

Documents provided to a majority of the Personnel Commission regarding an open session item on this agenda will be made available for public inspection in the ***Personnel Commission Office located at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221*** during normal business hours of Monday through Friday, 8:00 a.m. to 5:00 p.m. In addition, such writings and documents are posted on the Personnel Commission's website at: [www.compton.k12.ca.us](http://www.compton.k12.ca.us).

### **PUBLIC COMMENTS ON AGENDA AND NON-AGENDA ITEMS**

All persons wishing to speak on Agenda items may do so at this point in the agenda. To be recognized to speak, the speaker must sign the sign-in sheet on the back table. Comments will be limited to three (3) minutes per individual. If you wish to ask questions, please address them to the Chairperson and not to individual members of the Commission or to the staff.

All persons who wish to speak during meetings of the Personnel Commission of the Compton Unified School District are expected to be courteous and respectful to other people and abide by the directions of the Chairman of the Personnel Commission in terms of when and how long they may speak. Further, individuals are requested not to engage in making remarks demeaning or related to attacks on personnel. Failure to abide by the directions of the Personnel Commission may be disruptive to the meeting and may result in the person being ejected from the meeting. Disruption of a Personnel Commission Meeting is also unlawful and may result in criminal prosecution.

#### **A. OPEN SESSION**

1. Meeting was Called to Order 3:14pm

2. Roll Call

Ms. Florence Adams-Vickers, ***Chairperson***

Present

X
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Mr. Jonathan B. Taylor, ***Vice Chairperson (Pending)***

Present

X
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Ms. Janice Irving, ***Member***

Present

X
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Mr. Laurence Adams, ***Secretary***

Present

X
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3. Pledge of Allegiance

**Public Comments: Ms. Rethena Flowers-School Police Dispatcher**

**Rethena Flowers**-My name is Rethena Flowers, and I work at School Police Department.

**Florence Adams Vickers**-Welcome Ms. Flowers.

**Rethena Flowers**-I was here to ask some questions about the email for a special meeting. I saw that there is a substitute dispatcher's position available and that there is about 26 candidates, and one as a promotional.

**Laurence Adams**-It was flown over the summer and the classification is police dispatcher, and school police dispatcher. This recruitment, what happens is whether we're going to hire permanent employees or temporary employees, we do best to generate an eligibility list. The candidates coming in are not presently employees of the school district, and this would be their first employment with the district working on a substitute basis.

**Rethena Flowers**-For the training when they come in, whose responsibility will it be to train the substitutes?

**Laurence Adams**-It is my understanding from Chief Wu that he intends to send the subs through an academy class.

**Florence Adams Vickers**-How many dispatchers do you have now, Ms. Flowers?

**Rethena Flowers**-We have a total of five dispatchers. One is on Family Leave at this time. Only four of us is in the office at this time. At one time we had a staff of eight dispatchers.

**Florence Adams Vickers**-What happened to them?

**Rethena Flowers**-Some retired and some were never replaced. We are experiencing times now where there is no dispatcher, and no coverage. We do not have a supervisor position to train an employee. We do not have a Lead Dispatcher.

**Florence Adams Vickers**-Has this issue been discussed with the Chief?

**Rethena Flowers**-Yes it has and we're waiting. I have been in communications with Mr. Adams about what we can do, and I need to know what the status is at this time. I am currently training the last dispatchers that were hired and I help out in a lot of other areas within the department.

**Laurence Adams**- Would you like to be reclassified?

**Florence Adams Vickers**-Can we look at what she is doing to see if she could possibly be reclassified as a trainer in the School Police Department?

**Laurence Adams**-I would be happy to review that.

**Florence Adams Vickers**- Mr. Adams will review your position and we understand the urgency. He will speak with Chief Wu and see if there is a way that we can move forward. We also understand that it is the Superintendent that has the last word of approval. If he declines to fill the positions, they will not be filled at this time.

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**Rethena Flowers**-We answer all 911 calls PSAP, which is a 911 Public Safety Answering Point. Someone is supposed to be on the phones at all time. We do not have anyone to answer the phones all the time and that is a serious violation. This is law enforcement and we have to stay over because the phones have to be manned. Sometimes the dispatch center is unmanned and I send a notification to the Chief and then I CC one to your employee representative organization. I send two notifications.

**Jonathan Taylor**- So you do your job because it is what is required of you and it needs to be done, plus the kids need it. They need to know that they have a legitimate school police department providing for their safety while they are at school. They need to feel and be safe. The parents need to know that they have professional people that's taking care of their families. If there is an arrest made, they need to know that we are doing it right.

**Rethena Flowers**-I would like to state my displeasure with everything being so substitute prone. Can this be corrected?

**Florence Adams Vickers**-We can ask the Superintendent to look at your position so that we can further the direction of the board. We can work on filling your requests and our Director can work with you in that area. We will ask them also to look at your position and see if there is a possibility that you could be reclassified as a trainer for the department.

**Jonathan Taylor**-Mr. Adams, are we going to be hiring anybody over there soon?

**Laurence Adams**-The position is on the Eligibility Lists for today's meeting. We also have the sub-pool. I have not received any requisitions from the district to fill any permanent positions at this time for school police dispatch or school police officer positions at this time.

**Rethena Flowers**-That's why I came to talk to you all, so that when I go back to the Chief, I can tell him that we need a requisition in order to give us some of the people that we are requesting per Mr. Adams. If I may ask, does the department head need an approval from the superintendent to make a requisition for a new position?

**Laurence Adams**- Yes, even to make the requisition, he needs an approval. So now you know what to do.

**Janice Irving**-I know, but Ms. Flowers, you are a police department. You are there to protect and to serve. When you can't answer a 911 call because no one is there, something is seriously wrong in the department.

**Rethena Flowers**-Seriously wrong.

**Jonathan Taylor**-Ms. Flowers, you can go online to the US Department of Education and they have got a very expansive section on school safety.

**Rethena Flowers**-Yes, they do. Thank you for letting me speak with you today.

**Florence Adams Vickers**- Thank you for coming in today to speak with your Commissioners.

**4. INFORMATIONAL ITEM(S)**

- **AGENDA PACKET INFORMATION: Annual Conference: National Association Of Administrative Law Judges (NAALJ), (Salt Lake City, Utah) September 18-21, 2016**

***Laurence Adams-Mr. Adams has made it clear that all arrangements and accommodations Were made for the upcoming conference in Salt Lake City, Utah.***

**5. ACTION ITEM(S)**

- a. 16/17- 09 ***Approval to Modify Salary Schedule T, Range 16.***

Proposed Action: ***Motion to approve Modification of Salary Schedule T, Range 16.***

Moved:     **FAV**          Seconded:     **JJ**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<b>2</b>	<b>0</b>	<b>0</b>

- b. 16/17-10 ***2016/2017 Status of Voluntary Transfer Lists and Additional Requests for Voluntary Transfer (with reason for the Transfer Request).***

Proposed Action: ***Motion to approve employees Requests for Voluntary Transfer (with Reason for the Transfer Request).***

<b><i>Employee Number</i></b>	<b><i>Current Classification</i></b>	<b><i>Lateral Transfer To</i></b>
XU1715316	Cafeteria Worker	Cafeteria Worker
DQ7673757	Attendance Clerk	Attendance Clerk
YZ5204262	Campus Security Assistant	Campus Security Assistant
DS8229655	Campus Security Assistant	Campus Security Assistant
RK0878222	Campus Security Assistant	Campus Security Assistant
QT9727919	Campus Security Assistant	Campus Security Assistant
DP1770130	Campus Security Assistant	Campus Security Assistant
UB2710289	Campus Security Assistant	Campus Security Assistant
TN8450483	Community Rel. Spec. Bil.	Community Rel. Spec. Bil.
NY1794522	I.A. Special Ed (RSP)	I.A. Special Ed. (RSP)
BA8047138	Plant Worker	Grounds Worker

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Moved:     **FAV**          Seconded:     **JI**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<b>2</b>	<b>0</b>	<b>0</b>

- c. 16/17- 11      Ratification of Eligibility lists for: ***Cafeteria Worker (Open Batch 1)*** for a one year period pursuant to PC rule 50.100.1(a)
- Proposed Action: Motion to approve Eligibility list(s) for ***Cafeteria Worker (Open Batch 1)***.

<i>Number of Candidates</i>	<i>Classification</i>
<b>19</b>	<b><i>Cafeteria Worker (Open Batch 1)</i></b>

Moved:     **FAV**          Seconded:     **JI**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<b>2</b>	<b>0</b>	<b>0</b>

- d. 16/17- 12      Ratification of Eligibility lists for: ***Cafeteria Worker (Open Batch 2)*** for a one year period pursuant to PC rule 50.100.1(a)
- Proposed Action: Motion to approve Eligibility list(s) for ***Cafeteria Worker (Open Batch 2)***.

<i>Number of Candidates</i>	<i>Classification</i>
<b>26</b>	<b><i>Cafeteria Worker (Open Batch 2)</i></b>

Moved:     **FAV**          Seconded:     **JI**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<b>2</b>	<b>0</b>	<b>0</b>

e. 16/17- 13 Approval of Eligibility lists for: ***School Police Dispatcher - Substitute, (Promotional) and (Open)***, for a one year period pursuant to PC rule 50.100.1(a)

Proposed Action: Motion to approve Eligibility list(s) for ***School Police Dispatcher - Substitute.***

<i>Number of Candidates</i>	<i>Classification</i>
<i>1</i>	<i>School Police Dispatcher – Substitute (Promotional)</i>
<i>26</i>	<i>School Police Dispatcher – Substitute (Open)</i>

Moved:     **JI**          Seconded:     **FAV**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<i>2</i>	<i>0</i>	<i>0</i>

**6. ADJOURNMENT – Meeting was adjourned at 5:20pm**

Moved:     **JI**          Seconded:     **FAV**    

<i>Ayes</i>	<i>Nays</i>	<i>Abstention</i>
<i>2</i>	<i>0</i>	<i>0</i>

Next scheduled Regular Meeting on **September 15, 2016** commencing at **4:30 p.m.**, in the office of the Personnel Commission, 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221