



***Office of the Personnel Commission***

**501 South Santa Fe Avenue**

**Suite #150**

**Compton, CA 90221**

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

**MINUTES**

***Thursday, February 26, 2015***

***4:30 p.m.***

Agenda- Regular Meeting of the Personnel Commission  
February 26, 2015

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. Con, Personnel Analyst 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 at 4:37 p.m.

2. Roll Call

Ms. Florence Adams-Vickers, *Chairperson*

Present

X

Mr. Jonathan B. Taylor, *Vice Chairperson*

Present

X

Ms. Janice Irving, *Member*

Present

X

Mr. Laurence Adams, *Secretary*

Present

X

3. Pledge of Allegiance

## **PUBLIC COMMENTS ON CLOSED SESSION AGENDA ITEMS**

All persons wishing to speak on Closed Session items may do so at this point in the agenda. To be recognized to speak, the speaker must complete the sign-in sheet on the table at the entrance of the meeting room. 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.

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This section of the Personnel Commission agenda provides the opportunity for comments from members of the general public on the items which will be presented in Closed Session. If anyone from the general public has a comment on any of the items that will be discussed prior to the Commission's adjournment to Closed Session, he or she is invited at this time to step up and be heard. After all the comments have been received, the Commission will immediately adjourn to Closed Session for deliberation and action, if any. If the Commission takes action in Closed Session, the action will be reported out in Open Session when the Commission reconvenes before adjournment of this meeting.

Public Comment:

**Antonio Saucier:**

I would like to address the Commission on the position we have open that is being filled by Out of Class Employees. For one I thought we had a Merit System. And on a Merit System you take steps to gain a position. Like in my situation, that's what I've been doing, Plant Worker, Plant Manager I, Plant Manager II, and Plant Manager III. And I don't understand how a Plant Manager I can be picked to hold a position Out of Class, when it's a Merit System it should be somebody that is next in line which should be in that position. We have a Plant Manager III that is out on leave and is being filled by seniority because we did not have an eligibility list. We do not have an eligibility list for the Williams Inspection Position so they just chose somebody. We want to know how we could prevent that from happening in the future. When we have people that are already in line and are well qualified and have the experience for it but are getting overlooked. It's a little frustrating to get overlooked. This is my concern and would like to ask on some clarity.

**Mr. Adams**

The recruitment for that position has not been completed. There was an Out of Class appointment made.

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**Ms. Adams-Vickers**

The problems that arise with Classified Employees and assignments, you did right by bringing it to us. Because if we are not aware of it we cannot address it. This is a Merit System, we are guardians of the Classified Rules and Regulations for the Classified Employees. There is a process and procedure which Classified assignments are given and made. We adhere to the Rules and Regulations. So once we are aware of it, it can be addressed. The only awareness that I have been made is that the District wanted this position. It is a process because they are the hiring authority and they let us know that they need this position. And it's up to us to get the duties, classification range and the salary range. I had no idea that this position had been filled. But it is on our agenda on Closed Session and it will be addressed.

**Ms. Irving**

I need to know who has the right to assign the Out of Class assignment.

**Mr. Adams**

The Out of Class placement of personnel follows five different sets of rules. There are five separate distinct sets of rules. Position in the four bargaining units and how those Out of Class positions are governed follow the rules for that particular bargaining unit. We have one way to do it with the Federation, one way to do it with SCIU, one way to do it with CSEA and another way to do it with the Police Officer Association. Then for management positions we have a fifth way to deal with it which is through the Personnel Rules and Regulations. This particular position is a management position. The bargaining unit rules do not apply to the Management positions, they are only the subject to the positions under the per view of the bargaining unit. The bargaining unit does not apply to the Management position. But the Personnel Rules and Regulations do apply to them. And to go into greater details of this we need to discuss some specific names that is a subject to close session. We knew the complaint was made, we knew that some employees showed up at our last Special Personnel Commission meeting to discuss or to protest the Out of Class appointment. We wanted to give them the opportunity to be heard at this meeting as well as to the Commission to discuss the entire matter under Closed Session.

**Rocky Thompson**

I would like to know how you find out about Special Meetings.

**Ms. Adams**

Our special meeting we have hearings and appeals and then we have special business that we have to discuss in closed session. Then we have Regular meeting and on these meetings you could bring up your complaint and concern and you could also have a complaint that you could bring up in closed session for confidentiality, because we do not name names in open record.

**Mr. Taylor**

The meeting are required to be posted in advance of 24hrs.

**Mr. Adams**

They meetings are posted online on the Commission website and they are also distributed to all employees of the school district through the email system 24 hours before a meeting.

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**Mr. Taylor**

Do we post our meetings outside?

**Mr. Adams**

No. But we could post it on our bulletin.

**Mr. Taylor**

Yes I do suggest we post it on our bulletin.

**Rocky Thompson**

I'm just trying to find out because we work in a maintenance yard and it's under range, so we don't get any information.

**Mr. Taylor**

Right now we post them online.

**Ms. Adams-Vickers**

Do you have a secretary for your department?

**Mr. Rocky Thompson**

We have one.

**Raymond Allen**

I have a concern about the duties and responsibility of the Facilities Operations Inspector Williams. In the duties it was written supervising Supervisors to a certain extent. If the person is supervising then they need to know the trades. You can't supervise me if you don't know my trade. If the person does not know electrical then they can't supervise them. If he is not a trade's person and is not properly trained then he should not be supervising.

**Mr. Adams**

In the Williams position the supervision relates to employees in the operations department and it does not relate to employees under any of the trades department or other divisions to FMOT. It only relates to operations staff.

**Raymond Allen**

Ok thank you.

**Mr. Adams**

There is four divisions in FMOT, Facilities, Maintenance, Operations and Transportation. The supervisory authority under the Facilities Inspector Williams is limited to the operations division. It does not apply to Facilities, Maintenance and Transportation. It is limited to operations.

**Derek Heflin**

When you read the whole job description I understand what it was given for. But it leads too much into the trade's side. But the language is towards Maintenance or trades or Construction. Janitorial has nothing to do with it when you're talking about licenses. This job description is talking about

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trades. They need to reword it if it's for Operations. This job description is totally wrong. Our supervisor is the ones that do all the work. This is just a created position for somebody to get a salary that is not needed. We have a compliance officer that does this work. They already do Williams Inspections.

**Mr. Adams**

They are two different positions. To get into the details we need to say names but we can't call name because we are not in close session.

**Ms. Adams**

We were told we needed a Williams Inspector because nothing was getting done. The Board is under assumption that this is very important and it is jeopardizing the District so we need the Williams Inspector. This is a request from the Board. They are the hiring authority and decide what positions we need.

**Adrian Cleveland**

One of the initial complaints of members is the amount of time giving to apply for this position and knowledge of it was not enough. I am asking if it could be reopened so that members will be able to apply. It was my understanding that our inspections have been so successful that we are on our own to inspect ourselves as far as Williams is concerned. I would like to see that we have additional workers that are able to do these repairs.

**Mr. Adams**

To Ms. Cleveland request, nobody has been hired for this position only an Out of Class person has been appointed. The period for advertising has past but there is no problem for us to reopen it at your request. I can reopen it in the morning for an additional 15 days.

**Derek Heflin**

You could reopen it. But usually what happens is that the Out of Class person ends up getting the position and it's unfair to the rest of us because we do not get the opportunity. So if he could sit in it you should allow the rest of us to sit in the position so that we could all have a fair chance. You will be giving everyone an opportunity.

**Ms. Adams**

We could deal the overall complain in reexamining the job duties and reopening the applying process so that everyone could have a fair chance.

**Mr. Allen**

We need more electricians.

**Mr. Taylor**

Create your needs why you need additional Electricians and submit it to your supervisor.

**Motion to recess into Closed Session:**

Moved: J.I. Seconded: J.T.

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

**B. Convened into closed session at 5:37 p.m.**

1. **Employee Complaints:** Facilities Operations Inspector – Williams
2. **Appeal:** Appeal of the decision to affirm the recommendation of the District to remove an eligible from an eligibility list based on information disclosed in a criminal record report (Rule 80.3002B1) for **Applicant No. 14/15 31 (Pursuant to Government Code Section 54954.5)**
3. Adjournment/Reconvene in Open Session and Report Out of Closed Session (*Pursuant to Government Code Section 54947.1*)

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**C. OPEN SESSION**

**4. MINUTES**

1. Approval of Minutes – November 20, 2014

Moved: J.I. Seconded: J.T.

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

2. Approval of Minutes – December 1, 2014

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Moved:     **J.I**     Seconded:     **J.T**    

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

3. Approval of Minutes – December 8, 2014

Moved:     **J.I**     Seconded:     **J.T**    

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

4. Approval of Minutes – December 11, 2014

Moved:     **J.I**     Seconded:     **J.T**    

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

5. Approval of Minutes – December 15, 2014

Moved:     **J.I**     Seconded:     **J.T**    

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

**5. Adjournment**

Moved:     **J.I**     Seconded:     **J.T**    

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

Next scheduled Special Meeting on **March 9, 2015** commencing at **2:00 p.m.**, in the Office of the Personnel Commission, at 501 S. Santa Fe Avenue, Suite #150, Compton, CA 90221.