

REGULAR MEETING OF THE
CIVIL SERVICE COMMISSION
CULVER CITY, CALIFORNIA

September 1, 2021
7:00 P.M.

Call to Order & Roll Call

Chair Kuechle called the regular meeting of the Civil Service Commission to order at 7:00 P.M. in Mike Balkman Council Chambers at Culver City Hall via Webex.

Present: Chair John Kuechle
Commissioner Chi Ming Gong
Commissioner Robert Greenspan

Absent: Vice Chair Danielle Sheppard
Commissioner Stewart Bubar

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Pledge of Allegiance

Chair Kuechle led the Pledge of Allegiance.

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Public Comment - Items Not On the Agenda

Chair Kuechle invited public comment.

Amy Webber, Human Resources Analyst, reported that no requests to make public comment had been received.

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Receipt and Filing of Correspondence

Amy Webber, Human Resources Analyst, indicated that no correspondence had been received.

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Presentations

Item P-1

Commendation for Former Commission Member Michelle Ford

Amy Webber, Human Resources Analyst, reported that Michelle Ford was not present in the meeting and she proposed coming back to the item later in the meeting.

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Consent Calendar

MOVED BY COMMISSIONER GONG AND SECONDED BY COMMISSIONER GREENSPAN THAT THE CIVIL SERVICE COMMISSION APPROVE ITEMS C-1 AND C-2.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: GONG, GREENSPAN, KUECHLE
NOES: NONE
ABSENT: BUBAR, SHEPPHARD

Item C-1

Meeting Minutes

THAT THE CIVIL SERVICE COMMISSION APPROVE MINUTES FOR THE REGULAR MEETING OF AUGUST 4, 2021 AS SUBMITTED.

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Item C-2

Extension of Eligible List: Stores Specialist (Promotional)

THAT THE CIVIL SERVICE COMMISSION EXTEND THE ELIGIBLE LIST FOR STORES SPECIALIST (PROMOTIONAL).

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Order of the Agenda

Member Greenspan reported that he had been unable to review the final draft for the Public Hearing and he proposed holding the item over until a full Commission could be present.

Discussion ensued between staff and Commissioners regarding order of the agenda; members of the public present; public comment to be read into the record; support for waiting for the presence of the entire Commission; procedures; the ability to open the Public Hearing to receive public comment and continue the item; the obligation of absent Commissioners to review the meeting so that they are acting on the same information as those currently present if they choose to participate; and the desire of the attendee to make public comment.

The Presentation was heard after Public Hearing Item PH-1 which was continued to October 6, 2021 along with the Closed Session Item and Action Items A-1 and A-2.

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Public Hearing

Item PH-1

Continuation of August 4, 2021 Public Hearing to September 1, 2021: (1) Consider Amendments to the Civil Service Rules, Rule 3; and (2) Make Recommendations to the City Council for Approval and Adoption of Amendments

MOVED BY COMMISSIONER GREENSPAN AND SECONDED BY COMMISSIONER GONG THAT THE CIVIL SERVICE COMMISSION OPEN THE PUBLIC HEARING.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: GONG, GREENSPAN, KUECHLE

NOES: NONE

ABSENT: BUBAR, SHEPPHARD

Chair Kuechle invited public comment.

The following member of the public addressed the Commission:

Mate Gaspar, Culver City Management Group, representing 80+ employees in the City, noted that absent Commissioners could review the meeting to hear the comment for their consideration, and he stated that the group continued to object to or question two changes being proposed: the elimination of the formal procedure that an affected employee or bargaining group may follow to have their job description classification changed, specifically the wholesale elimination of an employee's right to appeal any of the changes to the job description in a formalized, structured manner.

Mr. Gaspar was forced to discontinue his comments due to sound issues.

Discussion ensued between Mr. Gaspar, staff and Commissioners regarding concern with sound issues; agreement by Mr. Gaspar to email his comments to staff; clarification regarding proper procedures for continuing the Public Hearing; Commissioners agreed that the written comment be held over until the next meeting; and Chair Kuechle indicated that he would not be present at the next meeting.

MOVED BY COMMISSIONER GREENSPAN AND SECONDED BY COMMISSIONER GONG THAT THE CIVIL SERVICE COMMISSION CONTINUE THE PUBLIC HEARING TO OCTOBER 6, 2021.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: GONG, GREENSPAN, KUECHLE
NOES: NONE
ABSENT: BUBAR, SHEPPHARD

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Presentations

Item P-1
(Continued)

Commendation for Former Commission Member Michelle Ford

Amy Webber, Human Resources Analyst, presented the Commendation to former Commission Member Michelle Ford.

Michelle Ford thanked the City for the plaque noting that it was an honor to serve.

Chair Kuechle thanked Ms. Ford for her insightful and helpful comments.

Commissioner Greenspan indicated that he had not had a chance to meet Ms. Ford but hoped to get to know her in the future.

Commissioner Gong discussed the knowledge and insight displayed by Ms. Ford during the meetings that he participated in while she was a Commissioner and he wished her luck in her future endeavors.

Michelle Ford thanked her mentors on the Commission for helping her along the way noting that she was thankful for the dedicated people who step up to serve the City including staff members.

Cristina Talley, Talley and Talley Law, thanked Ms. Ford for her dedicated service to the City.

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Closed Session Items

Item CS-1

**Closed Session: Pursuant to Government Code 54597(b) :
Public Employee Discipline/Dismissal/Release
Remand from Los Angeles County Superior Court Re Appeal of the
Disciplinary Decision Relating to One Former Employee**

At 7:30 P.M. Chair Kuechle recessed the Commission to Closed Session noting that upon return to open session, any action taken during Closed Session would be reported.

Amy Webber, Human Resources Analyst, discussed procedures for recessing to Closed Session.

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Reconvene

At 8:58 P.M. Chair Kuechle reconvened the regular meeting of the Civil Service Commission with 3 Commissioners present (absent Vice Chair Sheppard and Commissioner Bubar).

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Report on Actions Taken in Closed Session

Cristina Talley, Talley and Talley Law, reported that it appeared that not all of the Commissioners had received all of the materials necessary to fully consider the matter, and Commissioners sought to continue the matter to the next regular meeting on October 6 to allow Commissioners to be fully prepared to address the issues.

Amy Webber, Human Resources Analyst, indicated that no requests to speak had been received.

MOVED BY COMMISSIONER GREENSPAN AND SECONDED BY COMMISSIONER GONG THAT THE CIVIL SERVICE COMMISSION CONTINUE THE CLOSED SESSION ITEM TO THE NEXT REGULARLY SCHEDULED CIVIL SERVICE COMMISSION MEETING ON OCTOBER 6, 2021.

THE MOTION CARRIED BY THE FOLLOWING VOTE:

AYES: GONG, GREENSPAN, KUECHLE

NOES: NONE

ABSENT: BUBAR, SHEPPHARD

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Action Items

Item A-1

Consideration of Remand from the Los Angeles County Superior Court Regarding Personnel Matter pursuant to Government Code section 54957(b)

Chair Kuechle asked that Item A-1 be deferred to the next meeting.

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Item A-2

Discussion of In-Person Meetings

Chair Kuechle asked that Item A-2 be deferred to the next meeting.

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Public Comment - Items NOT on the Agenda (continued)

Chair Kuechle invited public comment.

Amy Webber, Human Resources Analyst, indicated that no public comment had been received for Items NOT on the Agenda.

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Items from Staff

None.

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Items from Commissioners

None.

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Adjournment

There being no further business, at 9:07 P.M., the Civil Service Commission adjourned to a regular meeting to be held at 7:00 P.M. on Wednesday, October 6, 2021.

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Walter Castillo
Human Resources & Equity Manager, of Culver City, California
SECRETARY TO THE CIVIL SERVICE COMMISSION
Culver City, California

APPROVED _____

John Kuechle
CHAIR of the Civil Service Commission
Culver City, California

I declare under penalty of perjury under the laws of the State of California that, on the date below written, these minutes were filed in the Office of the City Clerk, Culver City, California and constitute the Official Minutes of said meeting.

Jeremy Green
CITY CLERK

Date