**REGULAR SESSION**

Ms. Carlin called the regular session to order at 5:00 p.m. She led the audience in the pledge of allegiance.

**CLOSED SESSION**

Pursuant to Section 54957 of the California Government Code, discussed appointment, employment, discipline or dismissal of public employees. It was announced that the closed session report would be given later in the meeting.

**ROLL CALL**

Personnel Commissioners Ms. Carlin, Mr. Gaylord, and Mr. McManus were present.

**APPROVAL OF MINUTES**

Motion to approve the minutes of November 6, 2006 made by Mr. McManus; seconded by Mr. Gaylord, with the modification of the word “substantial” to “substantially” on page one, paragraph seven, line seven; and also the deletion of the word “lower” from page two, line two. Motion carried 3/0.

**OLD BUSINESS**

**Revised Class Specification & Salary Placement**

Ms. Kossick submitted the revised classification specification and salary placement of Risk Services Coordinator for second reading and approval. She noted that there was a title change from Risk Management Coordinator to Risk Services Coordinator in order to parallel department titles. Motion to approve made by Mr. McManus; seconded by Mr. Gaylord. Motion carried 3/0.

**NEW BUSINESS**

**Establish a New Classification**

Ms. Kossick submitted for approval the new classification of Health Services Technician, AFT Salary Schedule, Range 21, for first reading. The item will return on a future agenda for second reading and approval.

**Revised Class Specification**

Ms. Kossick submitted the revised class specification of Custodian for first reading. The item will return on a future agenda for second reading and approval.

**Advanced Salary Placement**

Ms. Kossick submitted for approval the advanced salary placement to Step D on the Management Team Salary Schedule for the Director of District Facilities, in accordance with Personnel Commission Rules and Regulations 18.2.A.

Mr. McManus moved the item for discussion.
Ms. Carlin, on behalf of the Commission, congratulated Eloy Oakley on being selected as the college’s new Superintendent-President. Discussion commenced regarding the reasoning behind the request at Step D. Mr. Oakley stated he had met with Ms. Kossick to analyze the appropriate salary step to offer the candidate. He stated the rational for the request at Step D was due to the successful candidate’s current salary, years of experience, and difference in district benefits. He also emphasized that this had been a difficult recruitment, noting two previous unsuccessful recruitments.

Mr. McManus stated he objects to advanced salary placements in general, as he contends jobs should be posted at the proper salary level to facilitate successful recruitments. Mr. Gaylord stated he favored the motion for placement at Step D due to the importance of the position and the need for the District to capture the most qualified candidate. Further discussions ensued regarding possible initial placement at Step C and the repercussions and risk of losing the candidate. Mr. Gaylord made the motion for advanced salary placement at Step D, seconded by Mr. McManus. Motion failed 1/2. (Aye - Mr. Gaylord; Opposed - Mr. McManus, Ms. Carlin.)

Mr. Gaylord made a substitute motion for advanced salary placement at Step C, seconded by Ms. McManus. Motion carried 2/0. (Aye - Mr. Gaylord, Ms. Carlin; Opposed - Mr. McManus.)

Mr. Oakley thanked the Commission for their consideration. It was mutually agreed that they should meet in the future to discuss ways to resolve historically difficult recruitments, noting management and information technology positions.

Eligibility List

Ms. Kossick submitted for approval the eligibility lists for Stadium Manager, Irrigation & Grounds Maintenance Technician, and Executive Assistant to Superintendent-President. Motion to approve made by Mr. Gaylord; seconded by Mr. McManus. Motion carried 3/0.

Transfer to Closely Related Class

Ms. Kossick submitted for approval a request from an employee to transfer to closely related class from Campus Support Secretary to Secretary. The Commission inquired if the employee requesting the transfer had applied for the position. Vicki Lerch was present and stated that after the item was tabled at the last commission meeting, she did submit an application. There was additional discussion regarding past transfer requests and past practice of transfer requests. Motion to approve made by Mr. Gaylord; seconded by Mr. McManus. Motion carried 3/0.
Job Announcements

Ms. Kossick announced the following active recruitments in the Classified Service (closing date in parentheses): Deputy Director, Operations & Maintenance (11/29/06); Administrative Secretary (12/4/06); Business Process Support Supervisor to establish 6 month eligibility list (12/5/06); Instructional Aide, FACS/Learning Center 40% (12/6/06); Instructional Aide, Fashion Design 40% (12/6/06).

Next Meeting

Ms. Kossick announced that the next meeting is scheduled for December 4, 2006, at 5:00 p.m., in the Board Room, Building I, LAC. It was announced that the Commissioners would be contacted for a second possible meeting date in December.

COMMENTS FROM THE STAFF

None.

COMMENTS FROM THE COMMISSIONERS

Mr. McManus announced that Commission had reached impasse on the joint appointee to the Commission.

Mr. Gaylord announced that after careful consideration his choice for the neutral Personnel Commission appointee is Nancy Carlin, as he believes she is the most qualified applicant. He added that no member of the Board of Trustees or Administration had given him any direction or guidance in this matter.

Ms. Kossick stated that Personnel Commission held a public hearing on October 3, 2006 for the purpose of interviewing all applicants for the neutral appointee commissioner position. She stated that the District’s appointed commission member and the Union’s appointed commission member have declared impasse after having made good faith efforts to agree upon an appointee based upon testimony at the hearing and all available information.

COMMENTS FROM THE AUDIENCE

Alta Costa, President of Long Beach Council of Classified Employees, questioned why the discussion regarding the neutral commissioner appointee was not placed on tonight’s meeting agenda.

Ms. Kossick stated that according to Education Code 88066, the appointee of the governing board and the appointee nominated by the classified employees may make their appointment without further notification or public hearing.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:17 p.m.