Mrs. McManigal-Ball called the regular session to order at 5:03 p.m. She led the audience in the Pledge of Allegiance.

Pursuant to Section 54957 of the California Government Code, discussed appointment, employment, discipline or dismissal of public employees. No action was taken during closed session.

Commissioners Jeannine McManigal-Ball, Richard Gaylord, and Darwin Thorpe were present.

Motion to approve the minutes of October 20, 2008, made by Mr. Thorpe; seconded by Mr. Gaylord. Motion carried 3/0.

Mr. Gaylord was reappointed to the Personnel Commission for a three-year term, beginning December 1, 2008 and ending December 1, 2011. Ms. Kossick said it was a unanimous nomination and there were no objections during the Board of Trustees meeting on November 11, 2008. Mrs. McManigal-Ball and Mr. Thorpe congratulated Mr. Gaylord.

None.

Ms. Kossick submitted for approval an extension of an eligibility list for the classification of Custodian. The current eligibility list has 11 ranks and 13 candidates. Extending the eligibility list to June 2, 2009, would facilitate prompt assignment of candidates to future vacancies. Motion to approve made by Mr. Gaylord; seconded by Mr. Thorpe. Motion carried 3/0.

Ms. Kossick submitted for approval the eligibility list for Business System Analyst III (#09-007); Grounds Maintenance Worker (#09-006); and HVAC Mechanic (#09-009). Motion to approve, with the exception of the Grounds Maintenance Worker eligibility list, made by Mr. Gaylord; seconded by Mr. Thorpe. Motion carried 3/0.

Mr. Thorpe moved that the Commission continue discussion on the Grounds Maintenance Worker eligibility list; and that the Commission hire an outside, independent and qualified expert to review the examination process for the Grounds Maintenance Worker recruitment. Mr. Gaylord seconded the motion. Motion carried 3/0.
Alta Costa, AFT President, spoke to the item. She shared her concern about the merit system within the Long Beach Community College District. Ms. Costa listed some of the inconsistencies related to the Grounds Maintenance Worker examination process: not all applicants were interviewed by the same panelists, panelists were not qualified to be experts, there were only two panelists on the panel, questions asked were not appropriate for an entry level position, and some questions were not job related.

Mrs. McManigal-Ball asked Ms. Kossick who is responsible for the interview questions. Ms. Kossick explained that the hiring authority creates the questions and then they are reviewed by Human Resources to make sure the questions are directly related to the qualifications stated in the job specification.

Ms. Costa said that the Union has voiced its discontentment about not enough applicants passing the examination process. In many cases, applicants and limited term employees are actually working in the position they are applying for but do not pass the screening process for minimum qualifications or cannot pass the tests.

Danny Wilson, audience member, also spoke to the item and agreed with the comments made by Ms. Costa.

Mr. Gaylord explained that when the tapes are reviewed by a qualified expert, all the inconsistencies will be revealed.

Mr. Thorpe clarified that the Commission is only asking for a review of the oral panel interview tapes and not the entire examination process. He mentioned that the issues mentioned are very serious. He thanked Ms. Costa and Mr. Wilson for bringing their concerns to the Commission.

Mr. Thorpe, once again, moved that the Commission hire an outside, independent and qualified director of Personnel to re-examine the tapes and write a report. The Commission would also like a recommendation and analysis of the problems this person finds after listening to the tapes. Mr. Gaylord seconded the motion. **Motion carried 3/0.**
INFORMATIONAL ITEMS

Next Meeting

Mrs. McManigal-Ball announced that the next meeting is scheduled on Monday, December 1, 2008 at 5:00 p.m. in the Board Room, Building I at LAC.

COMMENTS FROM THE STAFF

Ms. Kossick requested that Ms. Costa forward an email to her with the bulleted points of the concerns regarding the Grounds Maintenance Workers’ examination process.

Ms. Kossick introduced Dr. Cindy Vyskocil, Associate Vice President of Human Resources. Ms. Kossick informed the Commission that Dr. Vyskocil came from North Orange County Community College District and will be dealing with issues in the classified arena at Long Beach City College.

COMMENTS FROM THE COMMISSIONERS

Mr. Gaylord thanked everyone for their support on his reappointment. He never imagined he would be on the Commission for so long. He has enjoyed being a commissioner all these years and is delighted to continue serving.

Mrs. McManigal-Ball shared her delight in Mr. Gaylord’s reappointment for another three-year term.

Mr. Thorpe added that he feels the Commission has made a lot of progress and stated that Mr. Gaylord brings years of experience to the table.

COMMENTS FROM THE AUDIENCE

Mr. Wilson thanked the Commission for allowing him to share his concerns.

Mr. Gaylord addressed Mr. Wilson and encouraged him to become more involved in what is going on in the College and by doing so, he will become aware of the progress that has been made in regards to equity and diversity. Mr. Gaylord referred to the Personnel Commission Annual Report and the great efforts made by the Commission.

ADJOURNMENT

There being no further business, the meeting was adjourned at 5:35 p.m.