



CITY OF SAN JOSÉ, CALIFORNIA

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CIVIL SERVICE COMMISSION

Bill Brill, Chair
Sharon L. Hightower, Vice Chair
Dave Busse
Richard J. Giovannetti
Leon Louie

SYNOPSIS CIVIL SERVICE COMMISSION

TO ARRANGE AN ACCOMMODATION UNDER THE AMERICANS WITH DISABILITIES ACT TO PARTICIPATE IN THIS PUBLIC MEETING, PLEASE CALL (408) 535-1265 OR (408) 294-9337 (TTY) AT LEAST 48 HOURS BEFORE THE MEETING.

New City Hall, 200 East Santa Clara Street
4:00 p.m. City Council Chambers March 2, 2006

ORDER OF BUSINESS

ROLL CALL

Present: Commissioners Busse, Giovannetti, Hightower, Louie and Brill

ORDERS OF THE DAY UNANIMOUSLY ADOPTED

CONSENT CALENDAR UNANIMOUSLY ADOPTED

1. Information Only
 - a. Hiring Summary – Memorandum from Employee Services Department (ES) dated February 22, 2006 listing complaints about hiring issues and a summary of hiring activity for the period July 1, 2005 through January 28, 2006, was filed.
2. Minutes of February 2, 2006 were approved.

END OF CONSENT CALENDAR

3. Hearings scheduled:
 - a. The appeal of salary reduction of Dean Zeisbrich, Associate Construction Inspector (3771) was deferred to April 6, 2006 at the request of appellant. Written time waiver filed. (Hutchins/Zeisbrich) (Deferred from February 2, 2006 and March 2, 2006)
4. Michael Brady's request to appeal performance rating. (Deferred from February 2, 2006) The Commission unanimously approved changes to Mr. Brady's performance appraisal for Items #3 and #5 per Alex Gurza's correspondence dated November 15, 2005, and the Commission unanimously approved changing the rating for Item #5 from Needs Improvement to Meets Standard.
5. Quarterly verbal report of the Employment Oversight Committee (EOC). Employee Services Deputy Director Arlene Gibbs reported that the City Labor Alliance requested the committee review the new hiring process in effect for the past three years for possible areas needing adjustment, and a special committee meeting will be held to focus on areas of improvement with results to be forwarded to the City Labor Alliance prior to revisions being implemented.
6. Subcommittee report on investigation into City's possible violation of City Policy Manual Section 4.01 relating to probationary periods within the Information Technology Department (Continued from December 1, 2005) and recent letter received from Information Technology employee Robert York. (Deferred from February 2, 2006) The Commission unanimously approved the subcommittee report and strongly supported the six recommendations to the City outlined in the report. Direction was given to forward a copy of the report to all involved City departments/staff and to the City Manager.

ORAL PETITIONS

There were none.

ADJOURNED at 5:58 p.m.