

Meeting of the Civil Service Board

Present: Vice-Chair Steve Sanderfer, George L. Allen, Jr., F. Ray Hill, Marvin M. Lane, Jr., Pat Parrish

Absent: Joseph L. Phifer, Alicia S. Voltmer

Attendees:

John Lee, III, Rehire Applicant
Frederick Mahomes, Rehire Applicant
Jason McClain, Assistant City Attorney
Scott Newland, United Steelworkers Union
Dan Pedroza, United Steelworkers Union
Ayeh Powers, Assistant City Attorney
Yi Yin, Grievant

***Witnesses for the Yin hearing are listed on a separate sign-in sheet**

Civil Service Department Staff:

Michelle Hanchard, Assistant Director
Patricia Marsolais, Secretary to the Civil Service Board
Savina Rikhilal, Coordinator II
Martha Santos, Executive Assistant
Pamela McDonald, Manager – Examining and Recruitment Division
Sheneice Hughes, Coordinator IV
Tanya Steffen, Senior Human Resource Analyst
Joyce Truelove, Senior Human Resource Analyst
Kimberly Martin, Senior Human Resource Analyst
Arnold Watkins, Senior Human Resource Analyst

The meeting was called to order at 8:35 a.m.

The Board unanimously approved the minutes of the Thursday, March 6, 2008 regular meeting.

The Board unanimously approved the minutes of the Tuesday, April 1, 2008 special meeting.

The Board heard the rehire appeal of former Park and Recreation Department employee John Lee, III. After much discussion with Mr. Lee about his previous employment with the City and consideration of material provided for the Board's review, the Board unanimously approved his request to apply for employment opportunities with the City.

The Board heard the rehire appeal of former Street Services Department employee Frederick Mahomes. After much discussion with Mr. Mahomes about his previous employment with the City and consideration of material provided for the Board's review, the Board unanimously denied his request to apply for employment opportunities with the City.

The Secretary gave the Board a status report on the NEOGOV action items discussed with City Manager Mary Suhm at the April 1, 2008 special meeting. The functionality of the "read-only" feature is being evaluated by NEOGOV's programmers. NEOGOV acknowledges that this feature is not working properly according to the test data we sent them. The Secretary added that the issues of the two portals and change control system are to be discussed with the City Manager at a meeting on May 9, 2008. The Board requested that the Secretary send a communication to NEOGOV explaining its disappointment in not having been provided current feedback on the "read-only" feature and asking them to provide updates on a bi-weekly basis until it is resolved.

The Secretary updated the Board on the fiscal year 2008-2009 budget. The bids submitted to fund services are being reviewed by key focus area results teams. All bids submitted by Civil Service are being evaluated by the E3 Government Results Team. The budget is in the early stages of development at this point.

The Secretary submitted the Probationary Period Extension Report to the Board for its information.

The Board heard the grievance appeal of Water Utilities employee Yi Yin alleging discrimination based on gender and national origin. The City was represented by Assistant City Attorney Ayeh Powers. Ken DelRegno, Manager of Purification West, was the Water Utilities Department representative for the hearing. Ms. Yin represented herself. After hearing testimony and receiving documents from both sides, the Board found that Ms. Yin had been discriminated based on gender and national origin. The finding was unanimous. The written order of the Board is as follows:

The Civil Service Board that heard the grievance appeal of Yi Yin on Thursday, May 1, 2008 unanimously voted that Ms. Yin was discriminated against based on her national origin and gender when she was excluded from the SCADA project team meetings during the week of February 12, 2007-February 16, 2007 and when she was excluded from the Ozone System training during the week of February 20, 2007.

As a result, the Board has ordered sensitivity training for everyone in the Water Utilities Department including management. In addition, any training, documentation or training materials the grievant has not received on the Ozone System and SCADA must be provided to her.

The Board would like a written response from Ken DelRegno, Manager of Purification West, to the troubling issue that reports are being generated falsely as evidenced by handwritten documents produced at the hearing by the grievant. It is a fact that can't be ignored by the Civil Service Board.

There being no further business before the Board, the meeting was adjourned at 2:54 p.m.

(A complete transcription of this meeting is available)

ATTESTED

APPROVED