

**LONG BEACH CIVIL SERVICE COMMISSION
SPECIAL MEETING
CHARLES HICKS JR., PRESIDENT
JUNE 26, 2013**

The regular meeting of the Civil Service Commission was held at 8:00 a.m., Wednesday, June 26, 2013, in the Board Room of the Commission, 333 West Ocean Boulevard, Seventh Floor, Long Beach, California.

MEMBERS PRESENT: Carolyn Smith Watts, Charles Hicks Jr., Jeanne Karatsu,
Jonathan Gotz, Larry Keller

MEMBER EXCUSED:

OTHERS PRESENT: Mario R. Beas, Executive Director & Secretary
Melinda George, Deputy Director
Marilyn Hall, Executive Assistant
Kendra Carney, Deputy City Attorney
Salvador Ambriz, Personnel Analyst
Debbie McCluster, Personnel Analyst
Caprice McDonald, Personnel Analyst
Robert Pfingsthorn, Personnel Analyst
Lourdes Ferrer, Personnel Analyst
Donna de Araujo, Personnel Analyst
Ken Walker, Personnel Operations Manager, Human
Resources

President Hicks presided.

MINUTES: It was moved by Commissioner Gotz, seconded by
Commissioner Smith Watts and carried that the minutes of
the regular meeting of June 19, 2013, be approved as
prepared. The motion carried by a unanimous roll call vote.

It was moved by Commissioner Keller, seconded by
Commissioner Gotz and carried that the Suspension Appeal
30-S-1112 hearing minutes of June 19, 2013, be approved
as prepared. The motion carried by a unanimous roll call
vote.

**PROPOSED CIVIL SERVICE
DEPARTMENT BUDGET 2013/2014:** The Secretary presented a staff report, prepared by him,
and a revised proposed Civil Service Department Budget for
Fiscal Year 2013/2014, (held over from June 19, 2013) to
the Commission for approval. He briefed the Commission on
the revisions to the proposed budget, providing three
options to consider. President Hicks and each
Commissioner discussed their concerns regarding the

proposed budget and requested upgrades and addition to staff. The Secretary informed the Commission that the increased examination activity is the reason he is requesting an additional full time Personnel Analyst. The Commissioners stated that it could not support the upgrade of staff and promotion in grade given the current future financial outlook of the City. However the Commission stated that it supports the use of overtime and hiring someone on a temporary basis as needed. After discussion, it was moved by Commissioner Keller, seconded by Commissioner Gotz and carried that the 2014 budget does not include an increase in staffing nor does it include the promotional increases as proposed by the budget for different Personnel Analysts and Administrative Aide positions as indicated. And also proposed that options two and three be combined as it relates to looking at overtime and/or contractual support be utilized to offset the increase as proposed for materials in recruiting. The motion carried by a unanimous roll call vote.

Commissioner Hicks questioned Ken Walker, Manager, Personnel Operations – Human Resources, regarding the Commission's ability to award performance increases based on meritorious service to employees. Mr. Walker informed the Commission that the City Salary Resolution does allow for professionals and executives in the EOO range to be eligible for a \$3,500 per year merit increase, a one-time payment.

ADJOURNMENT:

There being no further business before the Commission, President Hicks adjourned the meeting.



MARIO R. BEAS
Secretary

MRB:meh