

Civil Service Commission



Jed Nicholson *Commission President, District 1*
Lesley Santos *District 2*
Erica Baltodano *Commission Vice President, District 3*
David Warren *District 4*
Robert Bergman *District 5*

Jamie Russell *Commission Secretary*

Minutes

County of San Luis Obispo Civil Service Commission Regular Session Meeting

Wednesday, May 22, 2024 @ 9:00 a.m.

1055 Monterey Street, Suite D-271, San Luis Obispo, CA 93408

Present: Commissioners: President Nicholson, Vice President Baltodano, Commissioner Santos, Commissioner Warren, Commissioner Bergman

Staff: Commission Secretary Taj D'Entremont
Acting Commission Clerk Rosa Reyes

Outside Counsel: Steve Simas and Frances Heredia

Absent: Commissioners: None

County Counsel: Jon Ansolabehere

1. Call to Order / Flag Salute / Roll Call

Commission President Nicholson called the meeting to order at 9:00 am and led the flag salute. Roll was called. All Commissioners were present.

2. Public Comment Period

Members of the public wishing to address the Civil Service Commission on matters other than those scheduled below may do so when recognized by the President. Presentations are limited to three minutes per individual.

Theresa Schultz, Senior Labor Representative with SLOCEA brought to the Commissioner's attention the County BLADE featured stories highlighting Vice President Baltodano, President Nicholson, and Commission Bergman.

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3. Reports

Commission President – Welcomed back Commissioners that had been absent for family matters. President Nicholson wanted to discuss the June Regular meeting. He stated he will not be present. Commission Secretary Taj D’Entremont reported no items for the June regular meeting. All commissioners were in favor of cancelling the June Regular Meeting.

Commission Counsel – None

Commission Outside Counsel – None

Commission Secretary – Principal Human Resources Analyst Taj D’Entremont reported Jamie Russell, Human Resources, Director wanted to convey to the Commission that she was not present for the meeting because she was moving her son to Arizona and looks forward to meeting with the Commission in July.

Principal Human Resources Analyst, Frank Stapleton, wanted to confirm August dates for a termination hearing moved from July. The dates requested were August 27th, 28th and 29th. Other dates requested to reserve were October 22nd, 23rd and 24th for an Appeal for a termination. These dates were confirmed.

4. Public Comment on Closed Session Items

Members of the public wishing to address the Civil Service Commission on Closed Session matters agendized here may do so when recognized by the President. Presentations are limited to three minutes per individual. Hearing no public comment, President Nicholson moved to Closed Session.

5. Closed Session – Public Employee Discipline (per Government Code Section 54957(b)):

Deliberations regarding Appeal #A22-04

President Nicholson reported after Closed Session deliberations of Appeal #A22-04, a decision had been made. Page 27 of the Findings and Decisions, based on the findings of fact, the conclusions of law, and weighing all the evidence and circumstances in this matter, the Commission concludes that the appropriate discipline is termination and the Respondent’s final order of termination is sustained.

Commissioner Bergman made a motion to approve the decision in the Findings and Decision on page 27. Commissioner Santos seconded the motion. Motion carried 5-0-0.

After roll call, President Nicholson moved to Closed Session regarding Appeal #A23-03.

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91 **6. Closed Session – Public Employee Discipline (per Government Code Section 54957(b)):**
92 Hearing and deliberations regarding Appeal #A23-03
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94 President Nicholson reported the Commission deliberated #A23-03 and the decision is, based on
95 the findings and fact, the conclusions of law, and weighing all the evidence and circumstances
96 in this matter, the Commission concludes that the Respondent’s letter of reprimand is
97 appropriate and upheld for the reasons set forth above. Vice President Baltodano made a
98 motion to approve and seconded by Commissioner Warren. Motion carried 4-0-1 with
99 Commissioner Bergman abstaining.

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101 After roll call, President Nicholson moved to Closed Session regarding Appeal #A23-04.
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103 **7. Closed Session – Public Employee Discipline (per Government Code Section 54957(b)):**
104 Hearing and deliberations regarding Appeal #A23-04
105

106 President Nicholson reported the Commission deliberated over #A23-04. The decision is, based
107 on the findings and fact, the conclusions of law, and weighing all the evidence and
108 circumstances in this matter, the commission concludes the department’s order of
109 termination is appropriate for the reasons set forth above. Commission Warren made a
110 motion to approve, and Vice President Baltodano seconded the motion. Motion carried 3-0-2,
111 with Commissioner Bergman and Commissioner Santos abstaining.
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113 **8. Adjournment**
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115 President Nicholson adjourned the meeting with nothing else to report out of Closed Session.
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117 **** Note: These minutes reflect official action of the Civil Service Commission. A digital record exists***
118 ***and will remain as the official, complete record of all proceedings by the Civil Service Commission.***