

# CIVIL SERVICE COMMISSION

## MINUTES

Thursday – June 27, 2013 – 5:30 p.m.

Reno City Hall – Room 709

One East First Street, Reno, Nevada

### MEMBERS

Jeannie Atkinson, Chair  
Bertha Mullins, Vice Chair  
Tray Abney  
Maureen Cole  
Milven Hooper  
Paul Lane  
Jenny Martinez  
Ric Bailey, Chief Examiner

### 1. CALL TO ORDER/ROLL CALL

Chair Atkinson called the meeting to order at 5:30 p.m. A quorum was established.

**MEMBERS PRESENT:** Tray Abney, Jeannie Atkinson, Maureen Cole, Milven Hooper, Paul Lane, Jenny Martinez and Bertha Mullins.

**MEMBERS ABSENT:** None.

**MEMBERS EXCUSED:** None.

**ALSO PRESENT:** Ric Bailey – Chief Examiner; Tracy Chase – Chief Deputy City Attorney; Robert Chisel – Director of Finance & Administration; Brad Drum – IAFF 731; Jo Ann Malugani – Civil Service Technician; Jeff Mann – Parks Manager and Renée Ruḡis – Director of Human Resources.

2. **PUBLIC COMMENT** – This item is for either public comment on any action item or for general public comment and is limited to no more than **three (3) minutes** for each commentator.

None.

### 3. APPROVAL OF AGENDA (For Possible Action)

Chair Atkinson requested that Regular Agenda Items 7.A. & 7.B. be consolidated.

*It was moved by Vice Chair Mullins, seconded by Commissioner Hooper, to approve the June 27, 2013 agenda as amended. The motion carried: Chair Atkinson, Commissioners Cole, Hooper, Lane and Martinez and Vice Chair Mullins assenting; Commissioner Abney absent.*

Commissioner Abney joined the meeting at 5:32 p.m.

### 4. LIAISON REPORT

None.

5. **MINUTES** – *Approval of the May 23, 2013 regular meeting minutes. (For Possible Action)*

***It was moved by Commissioner Martinez, seconded by Commissioner Lane, to approve the May 23, 2013 minutes as submitted. The motion carried: Commissioners Abney, Hooper, Lane and Martinez and Vice Chair Mullins assenting; Chair Atkinson and Commissioner Cole abstaining.***

*Approval of the April 25, 2013 regular meeting minutes. (For Possible Action)*

***It was moved by Commissioner Abney, seconded by Commissioner Cole, to approve the April 25, 2013 minutes as submitted. The motion carried: Chair Atkinson, Commissioners Abney, Cole, Hooper and Lane assenting; Commissioner Martinez and Vice Chair Mullins abstaining.***

6. **CONSENT AGENDA**

Commissioner Hooper requested that we discuss Item 6.C. separately.

- A. Request to approve employee confirmations. (For Possible Action)
- B. Request to approve eligible lists for Fire Marshal and Public Safety Dispatcher. (For Possible Action)
- C. Request to approve extension of temporary employee Anthony Vigna, Park Maintenance Assistant, from Jeff Mann, Parks Manager. (For Possible Action)
- D. Request to be placed on the re-employment list for Golf Course Maintenance Supervisor (12 month position) from Thomas Janning. (For Possible Action)
- E. Request for one-year extension to be placed on the re-employment list for Combination Inspector from Anthony Ortiz. (For Possible Action)

***It was moved by Vice Chair Mullins, seconded by Commissioner Lane, to approve Consent Agenda Items A, B, D and E as submitted. The motion carried unanimously.***

*Item 6.C.*

Commissioner Hooper asked Jeff Mann, Parks Manager, for some history on this position:

Jeff Mann, Parks Manager: Mr. Vigna was a former civil service employee and left a number of years ago. We hired him because he was the best qualified. We also reviewed two others. I'm hoping we have a decision on the position in four months whether or not our regular employee comes back or we hire a new employee. We have an active civil service list for this position. Mr. Vigna is not on the list so he wouldn't be available.

Commissioner Hooper: How critical is it for you and the department to have him at this time?

Jeff Mann, Parks Manager: Extremely, our tree crew has been reduced in size by 50%. Without this person we cannot safely prune large trees in the streets using the bucket truck because we won't have three people available.

Commissioner Hooper: It takes three to do it?

Jeff Mann, Parks Manager: It takes three to safely prune trees along the streets using our bucket truck.

Commissioner Hooper: So in a four month period you anticipate that position will be approved and/or the previous employee will have returned from medical.

Jeff Mann, Parks Manager: That's my expectation. We are asking for a six-month extension just because that is the maximum that we can have. We will only keep Mr. Vigna as long as we have the position available and budget for it. I don't have budget for a temporary and a full time. At which point that happens, Mr. Vigna will be released.

Commissioner Hooper: The reason why I asked the question wasn't certainly to put anyone on the spot. As a business venture or business situation, the Commission would prefer to see full-time employees working continually. Obviously, with the economic downturn there has been all kinds of turmoil and people have come and gone. That was the purpose of the question, nothing against this individual. You said that he is talented and indicated there is a safety issue and the need for trimming of City trees.

Renée Ruņģis, Director of Human Resources: I just want to interject that this medical condition was caused by an on-the-job industrial injury so we have to comply with the Nevada Revised Statutes in terms of going through that process.

Commissioner Hooper: Yes, I kind of figured that the person was officially off and the City was obligated to continue until a certain point.

***It was moved by Commissioner Abney, seconded by Commissioner Cole, to approve Consent Agenda Item C as submitted. The motion carried unanimously.***

## **7. REGULAR AGENDA**

Chair Atkinson stated that she had asked for these two items to be consolidated into a single discussion. We have a report on the temporary employees that came back at this Commission's request from our April meeting and we also have discussion regarding meetings with the City Manager regarding rule compliance.

*7-A. Report to identify and distinguish status of temporary appointments - Renée Ruņģis – Director of Human Resources. (For Possible Action)*

*7-B. Discussion and possible direction to the Chair and Chief Examiner for meetings with the City Manager regarding Civil Service rule compliance. (For Possible Action)*

Renée Ruņģis, Director of Human Resources: Robert Chisel, Director of Finance and Administration, is here to see exactly what the concerns are on this particular matter.

Chair Atkinson: Let me summarize it. Civil Service rules are created through the Reno City Charter. Our rules specifically state that temporary employment can exist for six calendar

months. It's not ours and is not longer than six calendar months unless the department actually comes forward with good cause and requests an extension on the part of this Commission. When we looked at this report in the past, and I have been vocal about this so that you know that this is coming from my perspective, there are a number of appointments on there that extend well beyond six months but we have not had departments come forward to ask for an extension of that appointment. Our concern has been, and must be, that the integrity of our rules are observed. That the temporary appointments not extend beyond that window of six months unless there is good business reason to do so. Because on the other hand what we have are a number of employees that have been laid off and lost their jobs with the City, have lost a tremendous amount of retirement benefit and other benefits who stand first in line to be hired back into regular positions for the City. We have to seek some kind of balance between those individuals who stand on the re-employment list and the City's need to hire temporary employees. The real issue here, and it is very simple, is the rule has been in place since 1993 if I am remembering correctly. It is well publicized. Each department has been provided a copy of it. When department managers actually accept their jobs they sign an oath of office that they will uphold the Charter together with the constitution of the State of Nevada and all those kind of things. The only reason or rationale that we have received when we have asked questions about why someone is on that list and has been on that list (in some instances going back to 2001) is that they didn't realize our rule existed. From my perspective that is like the Fire Chief saying I didn't know there is a fire code, I should go read it or the Community Development Department saying there is a zoning code, damn, I better look at it.

Civil Service rules are there to create a system that ensures that transparency for the public that ensures that appointments are done through a competitive process that ensures that appointments are made on the basis of merit and not political affiliation or family affiliation or other non job-related factors. It's done through a process that ensures that the City actually conforms with the requirements of federal law for purposes of testing. When we look at these temporary appointments, what we have allowed is departments to act outside of that testing recruitment process to facilitate the need of the City for immediate hire. At the same time our expectation is when that six months comes to a close (or nears the end of the six month period), the temporary employee be removed from the payroll or a proper extension be requested. That's basically the concern.

Robert Chisel, Director of Finance & Administration: I know you have stated that you didn't like to say the word "aware", but I think a lot of our department heads probably were not aware. As managers we will take it upon ourselves to make sure that our employees are aware. It is our intent to always follow all rules and regulations, Nevada Revised Statutes and federal laws and regulations. We do not have any intent to go in and do something willingly, unlawfully. We are going to make an effort to review what we have and make sure we comply in this area. If there are temporaries that are outside of compliance, we will either bring them into compliance or terminate their service so that they will be within compliance. Whatever needs to happen, we will take that into an effort and we will work to make sure that we are in compliance with all of our temporary employees.

Chair Atkinson: Can you give us a timeframe for that?

Robert Chisel, Director of Finance & Administration: It is the beginning of the fiscal year. We've talked to some of the department heads. We believe probably by the end of the summer

we will be able to be in compliance. Some of them will obviously come here to the Commission and seek extensions. That may be at your next meeting or your August meeting.

Chair Atkinson: That is exactly what we are asking from the City. The rule exists for a reason and if the rule for some reason needs to be revisited and we need to adopt a different rule or have it work in a different way then we can do that, but only prospectively. We invite the City, if there is something about the rules that does not work for whatever today's purposes or today's concerns, to at least bring that forward so that this Commission has an opportunity to look at the rule and to invite feedback from those individuals that actually work under the rule as well as others that may have interest in what the rule says so that we can address deficiencies that may exist in our rule. That hasn't been done. We've had no one come to us saying this rule does not work for us and these are our business reasons for that. By the same token, we have been asking for data on temporary employees. I believe that goes back to at least January of this year. The reports that we get and I realize that you are in the midst of doing an IT system change, but the reports we get actually produce inaccurate information. We went through part of the report at the April meeting and the dates seemed out of whack. Some of the people listed have come back after retirement. The date that shows is the date before the date they retired and yet they are showing up as a temporary employee. It is a difficult form for us to use to make good, informed judgments. So, one, we would like to see the data cleaned up so that we are actually getting real data. The second part is, when we reach that six-month period that if there is good business reason for the temporary appointment to extend beyond six months that the department come forward and request an extension so that we can comply with our rule. If we don't require that, the concern that I have is that this Commission becomes complacent in violating a rule that's established and published under the Charter. At the same time, we have an obligation as a Commission to ensure that those employees that are affected throughout the process (the people who are not being brought back by virtue of a temporary appointment) that they can look at this Commission and say: you have done correctly by the rules. Those are my concerns. Let me open it up to the rest of the Commission members because there may be differences of opinions. I would invite you each to share with Mr. Chisel what your concerns may be so that the City is informed about what we are asking the City to do.

Vice Chair Mullins: I don't have any other concerns other than what has been stated by the Chair.

Commissioner Abney: Madam Chair and Tracy, what are the legal ramifications of not following the civil service rule. Who has standing? How does that work if somebody decides that the City is not following the civil service rules as laid out by this Commission.

Chief Deputy City Attorney Tracy Chase: The Chair was accurate in that the power to establish the rules is set forth in the Charter. When you are a public officer (public employee) you take an oath to obey all laws, rules and regulations related thereto. Ultimately, the Charter doesn't have a specific provision that says if you violate the Charter this is what happens to you. But that doesn't mean that the law itself doesn't have those provisions. In NRS there are provisions if people violate the laws. Like, if you are an elected official and you have malfeasants or misfeasants in office (if this would arise to that), there is a process for someone to actually have a very difficult time. They could lose their office if they aren't obeying laws and rules. It would go to a court so there would be due process. Also, this Commission would have

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authority not to approve the continuance of something when it came to it if there was a violation of your rules, but that is within your judgment and your good cause in hearing the merits of it that comes to you.

Commissioner Abney: Who would have standing, any taxpayer or does it have to be somebody that felt that they were grieved.

Chief Deputy City Attorney Tracy Chase: I may not have all standing in mind, but certainly I think unions, Civil Service, and the City would have standing. I don't know. I haven't done an analysis about whether a taxpayer out in the public would have standing.

Commissioner Abney: Madam Chair, I don't disagree with anything you said. I certainly like the part about if the rule isn't working then we need look at the rule. I've certainly never been one to have a rule just to have a rule. I am sympathetic to City staff and all the new folks just because I work with the City so much in my day job – a lot less people doing a lot more work. If there are reasons why we need to change "six months", I would love for the City to come back and say we need to change this. I would be supportive of listening to that case.

Commissioner Cole: Not to sound disgruntled or combative, that is not my intent, but this has been an issue that's been on the table for a while. I think maybe even before January of this year it has been a topic of conversation. Frankly, I think it is disappointing when City officials continue to use the excuse that they didn't know. I think the old adage that ignorance is no excuse kind of applies here. I appreciate that this is a public forum and we are creating a record here. My question to Ms. Runčis and Mr. Chisel would be can we then infer from tonight's conversation that the City is in fact aware of the rule?

Robert Chisel, Director of Finance & Administration: Yes.

Commissioner Hooper: Madam Chair, I agree how you presented it. Mr. Chisel, certainly in the corporate environment any manager that broke a rule because they didn't know the rule would disappear. Like she said, there is no excuse for not knowing the rule. If you have the job and you are compensated for it, you should know the rule. I think that is how we should go forward. You say you made leadership aware of the rule being broken. I think from this point on, it should not be broken again. They should make every effort to follow the rule and to provide the labor to the City to the best of their ability. Sometimes it may not be at the level that the City would like without the temporary. That's when leadership should look at the monies that are available and how they are running it.

Commissioner Lane: I am new to this stuff. I read the report and try to follow through with it, but I don't understand some of it. If I look at Karla Hull, she has a beginning date of 9/28/12, an ending date of 9/28/12 and yet she has 486 hours in a 24-hour period. I don't know how that happens. Some of the ones that I have seen that have an earlier start, I don't have any way of knowing at this point just looking at what is here of whether they were extended, not extended or just allowed to continue, if there was any sort of formal action behind it. Okay, started in "04" and going to "13." Is that a lot of sequential approvals and extensions or what is going on? I'm not seeing what I was hoping to see. I don't know if there is a way to substantiate that information.

Commissioner Martinez: Do some people reapply? Is there any period that they have a sabbatical and then reapply or are these dates just a continuance?

Renée Ruņģis, Director of Human Resources: We can't really answer that. The departments themselves would have to answer it.

Commissioner Martinez: I get it where Parks & Rec is seasonal. People work six months and then you are off and come back.

Chair Atkinson: Mr. Chisel, the group of people that we have concern about are those individuals who work 18 hours a week or more. The reason for that is the Charter specifically excludes anybody that is employed less than 18 hours from the civil service system. You do have some Charter remedy for temporary part time, provided that they do not work 18 hours or more. So if they work an average of 17 hours per week – and we look at that on a quarterly basis. So those temporary employees who fall between 18 hours per week and full time who are appointed on a temporary basis become our concern. What we are looking to do is to actually clean this out. We have some individuals on here, and let me give you one example. On page 1 of the attachment, there is an employee, Kimberly Coleman. She is employed at the moment by the Reno Police Department. It is my understanding that Ms. Coleman came in as a Police Officer and for whatever reason did not continue as a Police Officer. She then was hired back on a temporary basis and placed in a job in evidence even though her name was on the certification list for Evidence Technician and even though someone was subsequently hired as an Evidence Technician off of that very list, they continued Ms. Coleman as an Evidence Technician in a temporary status. When that particular assignment was questioned or when we brought it to light, Ms. Coleman was then moved from Evidence into another assignment and then into another assignment. There was a leapfrogging happening. She has been on there much longer. If you look at this particular report, her start date was September 2011. She is clearly beyond the six months. If you look at the hours worked, she is clearly beyond the 18 hours per week. She was on a certification list and could have easily been properly assigned to a regular position but was not. When we brought it to the attention of the department, the department is playing dodge ball. I find that unacceptable. I have a lot of empathy for the individual, but the process itself is there to protect people properly. Not to hide someone who is there improperly. That is one example that I would ask you to look into if you would do that please.

Robert Chisel, Director of Finance & Administration: We will do that.

Chair Atkinson: The other thing that I would offer to you is there are always different solutions; there are always different ways to try to deal with something of this magnitude. We can be helpful to you in at least guiding you through our rules or suggesting other alternatives. For instance an 18 hour appointment that falls outside our jurisdiction. I would invite whoever is working on this to work through Ric. If we can make it easier, if we can facilitate getting done that which needs to be done, we are happy to be there.

Robert Chisel, Director of Finance & Administration: We appreciate that and I think management will be taking a concerted effort to make sure that we look at those rules and are in compliance or if necessary come back and seek an extension.

Chair Atkinson: Let me remind you, if there are rules that do not work. If for some reason our rules do not meet today's needs, at least bring that back and ask us to examine that.

Robert Chisel, Director of Finance & Administration: We will do that.

Chair Atkinson: Are these action items?

Chief Deputy City Attorney Tracy Chase: Yes, they are action items, Madam Chair.

Chair Atkinson: Is there any further discussion. We also had on the agenda the idea of meeting with the City Manager. Do we want to discuss that?

Vice Chair Mullins: It was a recommendation last meeting. As you recall there was a department head that had gone back after our April meeting and looked at the situation and then brought back information that he asked the Commissioners to act on – which we did. Just looking at this and having discussed it for a number of years now we thought maybe the decision lies up at the top and should fall down. There was a place where the Commissioners met with the City Manager and the City Council liaison. With this coming about we thought maybe that should take place sooner rather than later.

Chair Atkinson: Mr. Chisel, are you here as a representative of Mr. Clinger?

Robert Chisel, Director of Finance & Administration: Yes, I am.

Chair Atkinson: From the Commission's perspective, do we also want a delegation from this Commission to meet with Mr. Clinger?

Vice Chair Mullins: We were thinking the Chair, Ric and the Council liaison, same as before. I thought that was a good format.

Chief Deputy City Attorney Tracy Chase: Madam Chair, just so you are advised, under the open meeting law if you do pick two of you to meet that would be a sub-committee and you have to post an agenda to meet. That may be part of your consideration.

Commissioner Abney: Madam Chair, I don't mind the format per se but if it is the same conversation as we just had here with Mr. Chisel, I'm sure he got the message and I feel like he could probably carry it back to Mr. Clinger. I'm not sure at this point it's worth another meeting saying the same thing that we just said here. If that is the way the Commission wants to go having the Chair and Ric with Mr. Clinger that is fine, but I assume Renée and Robert got the message from this meeting.

Commissioner Lane: I like of the idea of going to the top. If you went and Ric to Mr. Clinger, because to me leadership always starts at the top, and it is a lot easier to get follow through with leadership fully on board. I don't have any disparaging things to say or lack of confidence that you can't relay that, but it is one of those things I just know that direct one to one if there are any questions, concerns or reticence I like to get those resolved at that point and progress to be made. I don't like going back again and again in case something happened. I'd rather have it go from the top on each case.

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Commissioner Hooper: I have to agree that the Chair and Ric should meet with the City Manager.

Commissioner Cole: I think it is wise. I think it does reinforce the concern that we have.

Commissioner Martinez: It is wise. Good idea.

Chair Atkinson: Just as information. Ric and I have had one meeting with Dwight and we are scheduled for a quarterly meeting with Dwight just as catch up kind of meeting to discuss where we have been and where we are going.

Vice Chair Mullins: Do you have a definite meeting time with Dwight?

Chair Atkinson: We met in April and we are going to meet quarterly. We scheduled that meeting because there was an issue on some pending legislation that we felt raised a real concern and the timeframe was very narrow and to ensure that the City representatives were alerted to that concern we went ahead and met with him and brought our concerns to him. It was his suggestion that we meet quarterly. He found the meeting valuable.

Vice Chair Mullins: Can you send the message that there is one Commissioner that misses his presence at our meeting.

Commissioner Martinez: I would like to second that too. I have to agree on behalf of Madam Chair because it keeps the Commission abreast informing our liaison. I do miss him not being here because some of these topics are very important.

Vice Chair Mullins: Because he is a representative and at the Council would be able to communicate fully as to what is going on. Just recalling a little history, Pierre attended the meetings and he also took back our concerns and he also gave us a report about what was going on with the Council.

Chair Atkinson: What I am hearing is that it is the will of the Commission for Ric and me to meet with Andrew regularly. Set up meetings in which we talk about contemporary issues, bring his attention to issues that we have concern about and also receive information from him that is important for us to operate efficiently. In meeting with Dwight – we will be meeting quarterly to let him know that we are missing his presence at our meeting and would like him to please attend and talk to him a little bit about how our relationship worked with Pierre and suggest that works well for us if he is able to do that as well.

Vice Chair Mullins: I don't feel that if there isn't anything to discuss there should be a meeting. There is a possibility where that might happen.

Chair Atkinson: So, on an "as needed" basis.

Vice Chair Mullins: Yes.

Chair Atkinson: In closing this item, do we want to make a motion.

Chief Examiner Ric Bailey: It is a “Possible Action” item.

Chief Deputy City Attorney Tracy Chase: The possible action listed would be “report to identify and distinguish status of temporary appointments” on “A” if you wanted a follow up on that or have it brought back to your agenda at a future date. Those would be some of the actions you could take. Under “B” you could just request the Chair to schedule meetings on an “as needed” basis is what I was hearing and that is a possible motion that you could do there. You could end up continuing both items to a future date or you could take no action. Just because it says “for action” you aren’t required to take action.

Commissioner Cole: It seems to me from what we have heard tonight and with other reports that the mining of this data is really difficult and it sounds like it is probably going to be an individual by individual investigation and analysis of what is going on. We have got a lot of folks here on these lists and I can imagine it is going to take some time to complete that investigation and figure out what is going on with each individual case. Perhaps we could work out a timeline with the City to have some preliminary information or a status report in July and look at August for that to come full circle so we can look at each individual case to see what has happened and if it does appear that the individual’s status is outside of compliance with the rules.

Chair Atkinson: You are at yearend. If we ask for the information to come back in July is that reasonable.

Robert Chisel, Director of Finance & Administration: I can’t guarantee that it will all be complete. I can come back in July with what we have. We are in the process of upgrading our payroll system which is taking a lot of resources and staff time. We have a very small HR department.

Vice Chair Mullins: I don’t want to have part of a report that is not complete. Could we put that out until our August meeting? What about giving him a little more time to have a complete document so when we come back we have everything that we need at that time.

Commissioner Cole: That makes more sense.

***It was moved by Commissioner Cole, seconded by Commissioner Hooper, that the Commission request the City to provide a report at the August meeting indicating the results of the investigation of the status of each one of the individuals listed on the temporary reports that we have.***

Discussion:

Chief Deputy City Attorney Tracy Chase: I do know that the Commission was in discussion indicating that if there was something about the rule that the City requested modification that they could also bring that back so do you want the agenda item broad enough to include both. That is just a housekeeping matter, it is up to you. If you want to do it separately, you are welcome to – whatever you would like to do.

Vice Chair Mullins: I think that should be a separate issue. From what I understand they were not aware of the Civil Service rule – and that is more than one person within the City. After we get the information that we want on the part-time employees then I think that we can address it in reference to moving forward.

Chair Atkinson: Maureen, with respect to your motion, I would like to break into two pieces the Parks & Recreation intermittent seasonal as a separate component and the non Parks & Rec seasonal – the others. So that when you are coming back in August, right now my key concern is for the others (the non intermittent Parks & Recreation seasonal). Although, I will say that there are violations with respect to those as well. I think if we can break that into two components that is a little more manageable.

***Commissioner Cole amended her motion: We would like to have the report contain information about those individuals who are within Parks & Rec as one component of the report. The other component would be everybody else: those employees who average 18 hours or more per week – again, on both components.***

***Commissioner Hooper seconded the amended motion. The motion carried unanimously.***

## **8. IDENTIFICATION OF FUTURE AGENDA ITEMS**

Chair Atkinson: In July we are going to do an evaluation for Ric. I would ask each of the Commission members (since we conduct the evaluation in a public session) to bring feedback for Ric. Places where you believe he has done a wonderful or good job and any instances where you believe we can strengthen performance.

Chief Deputy City Attorney Tracy Chase: Madam Chair, just under open meeting law you will not be able to discuss those issues with one another to have a serial communication. I just caution you to bring back those communications and discuss it as a body.

Chair Atkinson: Yes, it is awkward, but it is transparent.

Chief Deputy City Attorney Tracy Chase: It is awkward, I understand, but until the law is changed I'm recommending compliance.

Chair Atkinson: Just for information. This is not looking at a pay raise, this is simply performance. I would also invite the City if it has comments to bring those as well.

There will be an issue on the July agenda that addresses an item that you voted on at the last meeting with respect to re-employment and reinstatement.

1. July meeting: Performance review for Chief Examiner Bailey.
2. August meeting: Bring back Police Sergeant MQ's including education requirement.
3. August meeting: Renee – temporary report including the 4<sup>th</sup> quarter.

**9. SET NEXT MEETING DATE (For Possible Action)**

The next regular meeting of the Civil Service Commission is Thursday, July 25, 2013 at 5:30 p.m.

**10. PUBLIC COMMENT** – This is for general public comment limited to items that do not appear on the agenda and is limited to no more than **three (3) minutes** for each commentator. Pursuant to NRS 241.020, no action may be taken upon a matter raised under this item until the matter has been specifically included on an agenda.

Chair Atkinson: Ric, me and Tracy met with City representatives, Assistant City Manager Cadence Matijevich and Megan Salcido, Government Affairs Coordinator. Both of them worked at the Nevada State Legislature and took forward AB9 which you may recall from an earlier meeting. For our new members, this Commission worked with the Charter Review Committee to draft amendments to the Reno City Charter in part to expand or to redefine appointive positions and at the same time did a little bit of work recrafting Article IX which is the article that applies to Civil Service. That went through the legislature in the way that things always go through the legislature and effectively what came out of the legislature is: we have retained status quo in terms of defining appointive positions there were no changes. What we have always operated on we will continue to operate on in the future. They did adopt for all intent and purpose the language on Article IX for Civil Service with the following exceptions: We took what was language within the Charter itself that defined procedure and we listed it and made it more of a definitive list. The one thing that was left off of the definitive list is statement and other items as deemed necessary. Slightly more restrictive in terms of how we would adopt rules, but generally the same. The one other change was in the past probationary employees could be dismissed during the probationary period without right of appeal. That now is modified slightly so that conditions under which probationary employees may not be dismissed have to be included in our rule. Those things that would amount to improper dismissal have to be listed or noted in our rules. So, what I have asked Ric to do is to work with Tracy to go through AB9 and then to come back to the Commission with recommendations for rule changes that may be generated as a result of this. I have a copy of it if anybody wants a copy. I did read through it and generally those were my concerns.

Vice Chair Mullins: Could each one of our Commissioners get a copy at our next meeting.

**11. ADJOURNMENT (For Possible Action)**

Chair Atkinson adjourned the meeting at 6:24 p.m.

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Jeannie Atkinson, Chair

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Date