



SUMMARY ACTION MINUTES

ALAMEDA COUNTY

CIVIL SERVICE COMMISSION

WEDNESDAY, FEBRUARY 19, 2025, 4:00 P.M.

Alameda County Training and Education Center - 125 12th Street, Suite 400 (**The Oakland Room**), Oakland, CA

Remote/Teleconference Location: 4501 Pleasanton Avenue, Pleasanton, CA

IN-PERSON PARTICIPATION: These meeting sites are open to the public. Written public comment may be submitted by email to Nina.Hinton3@acgov.org prior to the beginning of the meeting. Spoken public comments will be accepted in-person and remotely. In compliance with the Americans with Disabilities Act and the Brown Act, those requiring accommodations for the meeting should notify the Commission Secretary at (510) 272-6435 or Nina.Hinton3@acgov.org at least 24 hours prior to the meeting.

REMOTE/TELECONFERENCE PARTICIPATION: Members of the public may observe and participate in meetings remotely by joining the live stream at <https://us02web.zoom.us/j/81856887678> and by following the instructions in the Teleconferencing Guidelines posted on-line at <http://www.acgov.org/hrs/csc/calendar.htm>.

Commissioner Ross Peterson, President
Commissioner Dan Chang, Vice-President
Commissioner Zachary Borja
Commissioner Monica Lee
Commissioner Stephen Wright

Margarita Zamora, Director of Human Resource Services
Sam Gee, Interim Secretary to Civil Service Commission
Andrea Weddle, Chief Assistant County Counsel

I. CALLED TO ORDER

II. APPROVED THE MINUTES OF FEBRUARY 5, 2025, AS MAILED

5-0

III. PUBLIC COMMENTS

Regarding Item VIII.4.1

- SEIU Local 1021 representative spoke in support of the Employee.
- Alameda County Auditor-Controller/Clerk-Recorder Agency staff and Counsel urged the Commission to set aside its decision of November 29, 2023, and to uphold the original discipline of the Agency.

IV. APPROVED CONSENT MATTERS (Pages 3 - 7)

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V. REGULAR AGENDA

None

VI. COMMUNICATION(S)

None

VII. APPEALS (Non-Disciplinary Matters)

None

VIII. CLOSED SESSION

1. REPORT AND RECOMMENDATION(S):

Public Employee Discipline/Dismissal/Release pursuant to Government Code §54957

None

2. Public Employment pursuant to Government Code §54957

None

3. Public Employee Discipline/Dismissal/Release pursuant to Government Code §54957

None

4. Conference with Legal Counsel – Potential Litigation:

Significant exposure to litigation pursuant to Subdivision (B) of Government Code §54956.9

- Alameda County Auditor-Controller/Clerk-Recorder Agency v. Alameda County Civil Service Commission (Clifton), Alameda Superior Court, Case No. 24CV065505

4-1

<p>IX. COUNTY COUNSEL REPORT ON ACTION TAKEN IN CLOSED SESSION</p> <p>Regarding Item VIII.4.1</p> <p>In the matter of Alameda County Auditor-Controller/Clerk-Recorder Agency (“Agency”) v. Alameda County Civil Service Commission (“Commission”) (Clifton):</p> <p>On November 29, 2023, the Commission voted unanimously (3-0) to adopt the Report and Recommendation by Administrative Law Judge Juliet Cox and to reduce the discipline by the Agency from termination to a 10-day suspension without pay.</p> <p>The prior action was appealed to the Superior Court resulting in a ruling by Superior Court Judge Michael Markman that the Commission set aside its decision and reconsider its prior action.</p> <p>All Commission members report that they have reviewed the Administrative Record regarding the case. After reconsidering the facts and Alameda County’s Workplace Violence ‘zero tolerance’ policy, the Commission set aside its prior action and determined that termination is a reasonable and appropriate discipline in this case.</p> <p>By vote of 4 ayes to 1 No (Commissioner Chang in opposition) the Civil Service Commission voted to set aside its November 29, 2023, previous ruling; to adopt the Factual Findings of the Report and Recommendation by Administrative Law Judge Juliet Cox, along with Legal Conclusions 1-6; and to modify Legal Conclusions 7 and 8. Further, in reconsideration of the facts and Alameda County’s Workplace Violence ‘zero tolerance’ policy, it is determined that the disciplinary action of termination is reasonable in this case.</p> <p>County Counsel is directed to revise Legal Conclusions 7 and 8, consistent with the Commission’s direction, and bring back the revised findings and decision at the Civil Service Commission meeting of March 19, 2025, for formal adoption.</p>	<p>4-1</p>
<p>X. CIVIL SERVICE COMMISSION (“CSC”) OR DIRECTOR REMARKS</p>	<p>None</p>
<p>XI. ADJOURNMENT</p>	

IV. CONSENT MATTERS **APPROVED****A. Hearing Calendar.** **None****B. Reinstatement Request(s).**

Trans. #	Name	Classification Title	Agency/Department
1.	Nicole Bouldin	Administrative Specialist II	Alameda County Health Department
2.	Ali Mashal	Financial Services Specialist II	Alameda County Health Department
3.	Marcella Pullen	Secretary II	Community Development Agency
4.	Victor A Ramos	Child Welfare Worker II	Social Services Agency

C. Voluntary Demotion(s). **None****D. Comparable Transfer(s).** **None****E. Transfer CSC (Rule 1732).** **None****F. Examination (“Exam”) Actions.**

Recommend approving the following:

1. Open Assembled

Trans. #	Classification Title	Open Date	Last Day to File
1.	Human Resources Technician	1/29/25	2/11/25
2.	Manager, Emergency Services Dispatch	1/31/25	2/25/25
3.	Water Quality Chemist	2/4/25	2/20/25
4.	Heavy Truck Driver	2/5/25	2/21/25
5.	Library Clerk I	2/7/25	2/24/25
6.	Building Maintenance Laborer	2/19/25	3/5/25

2. Open Continuous

Trans. #	Classification Title	Open Date	Last Day to File
7.	Fire Code Compliance Officer	2/7/25	2/21/25

IV. CONSENT MATTERS **APPROVED**

3. Re-Open Continuous

Trans. #	Classification Title	Re-Open Date	Last Day to File
8.	Water Plant Operator II, Zone 7	2/6/25	2/27/25
9.	Public Works Technical Assistant I	2/20/25	2/27/25

4. Reinstate Eligible Lists

Trans. #	Classification Title	Exam #	Termination Date
10.	Sheriff's Safety Aide	23-8752-01	7/31/25

5. Extend Eligible Lists

Trans. #	Classification Title	Exam #	Termination Date
11.	Deputy Sheriff's Recruit	23-8601-01	2/7/26

6. Miscellaneous

a) Cancel

Trans. #	Classification Title	Exam #	Effective
12.	Assistant Controller	24-0031-01	11/5/24

b) Change

Trans. #	Classification Title	Exam #	From	To	Effective
13.	Water Plant Operator II, Zone 7	24-4943-01	open-assembled	continuous	7/26/24
14.	Public Works Technical Assistant I	24-2111-01	open-assembled	continuous	9/25/24

c) Extend the Last Day for Filing

Trans. #	Classification Title	Exam #	From	To
15.	Deferred Compensation Technician	25-1541-01	1/31/25	2/18/25
16.	Institutional Supervisor I	24-6217-01	1/31/25	2/14/25
17.	Institutional Supervisor II	24-6225-02	1/31/25	2/14/25

IV. CONSENT MATTERS

APPROVED

G. Eligible Lists.

Recommend approving the following:

Create, approve, and order to promulgate the following:

Trans. #	Classification Title	Exam #
1.	Associate Deputy Public Defender	24-3110-01
2.	Billing Technician II	24-1492-01
3.	Building Equipment Maintenance Worker	24-9665-01
4.	Client Benefits and Accounts Manager, BHCS	23-1500-01
5.	Fire Department Account Clerk	24-8160-01
6.	Health Insurance Technician	23-1485-01
7.	Human Resources Assistant II	24-1122-01
8.	Plant Maintenance Laborer, Zone 7	24-4986-01
9.	Procurement & Contracts Assistant	24-1480-01
10.	Public Works Technical Assistant II	24-2112-01
11.	Senior Emergency Services Coordinator	24-8723-01
12.	Social Work Supervisor (Promotional)	24-6730-01
13.	Stationary Engineer, GSA (Promotional)	24-9670-01
14.	Water Resources Tech II, Zone 7	24-4938-01

H. Classification Recommendations.

Adopt the classification recommendation(s) noted below and submit recommendation to the BOS to approve the action of the CSC.

1. Reclassify Positions

Trans #	# of Pos	Job Code	Classification Title From	Job Code	Classification Title To	Control #
Alameda County Health						
1.	1	0305	Program Specialist	0307	Senior Program Specialist	25-44044
General Services Agency						
2.	1	9207	Bindery Worker	9665	Building Equipment Maintenance Worker	25-44063
3.	1	9207	Bindery Worker	9665	Building Equipment Maintenance Worker	25-44064
4.	1	9207	Bindery Worker	9665	Building Equipment Maintenance Worker	25-44065
5.	1	1853	Pre-Press Technician	9125	Building Maintenance Laborer	25-44066

IV. CONSENT MATTERS**APPROVED**

6.	1	1862	Senior Offset Equipment Operator	9125	Building Maintenance Laborer	25-44067
7.	1	1862	Senior Offset Equipment Operator	9125	Building Maintenance Laborer	25-44068
8.	1	9270	Telecommunication Equipment Installer	0184	Logistics Services Manager, GSA	25-44103
Human Resource Services						
9.	1	1128	Specialist Clerk I	1129	Specialist Clerk II	25-44030

2. Add Positions

Trans.#	# of Pos	Job Code	Classification Title To	Control #
Public Defenders Office				
10.	1	1583	Civil Paralegal (CARE Proceedings)	25-43692
11.	1	3125	Deputy Public Defender (CARE Proceedings)	25-43693
12.	1	6701	Community Outreach Worker II (CARE Proceedings)	25-43694

3. Specialty Designations

Recommend Approving the following:

a) Add

Trans. #	Job Code	Classification Title	Position #	Specialty	Effective
Information Technology Department					
13.	1837	Infrastructure Services Manager	311946	Radio Telecommunications	3/2/25

4. Classification Specifications.**a) Revised**

Adopt the revised classification specification(s) noted below:

Trans. #	Job Code	Classification Title	Unit
14.	2111	Public Works Technical Assistant I	SEIU 1021

IV. CONSENT MATTERS

APPROVED

b) Revised and Retitled

Adopt the revised and retitled classification specification(s) noted below:

Trans. #	Job Code	Classification Title From	Classification Title To	Unit
15.	5056	Assistant Director, Health Care Services Agency	Assistant Director, Alameda County Health	Unrepresented – Management

ADJOURNMENT

There being no further business, the meeting was adjourned.

DocuSigned by:

Sam Gee

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SAM GEE, Interim Secretary to Civil Service Commission