

**City of Tacoma Civil Service Board
SPECIAL MEETING
Minutes**

Date and Time: July 16, 2020 at 5:00 PM
Location: By Telephone Conference Call
Chair: Beckie Summers
Coordinator: Wendy Hobson

Call to Order:

Meeting called to order by Chair Summers via telephone conference call at 5:00PM.

Chair Summers: I am officially calling this meeting to order. I officially need to hear a motion from my board to approve the minutes of March 5th.

Board Member Sexton: So moved

Chair Summers: It's been moved, can I get a second?

Board Member Hansen: Second

Chair Summers: It's been moved and seconded, is there any discussion? Hearing none can I get a roll call?

Board Member Heller: Wait, can I have discussion?

Chair Summers: Yes, is this Ellen?

Board Member Heller: No, this is Amy. These minutes look really good to me, I have one quick change, I probably was mumbling. On page 2 at the very bottom under my comment on the third sentence towards the end where it says members of the public could meet; that should have been members of the staff could meet. I would propose that one change.

Chair Summers: Would you consider that a clerical change?

Board Member Heller: Sure

Chair Summers: Good. So with that change can I get a roll call for a motion to approve the minutes for March 5, 2020?

Roll call:

Board Member Hansen: I approve the motion

Board Member Sexton: Yes, Hi

Coordinator Hobson: Is that yes, you approve?

Board Member Sexton: Yes

Chair Summers: Yes

Board Member Heller: Yes, with the clerical change

Board Member Andrews: No response

Coordinator Hobson: Board Member Andrews are you on mute? Board Member Andrews? Board Member Andrews?

Chair Summers: Let's come back to that because we also have the June 4th minutes. Can I get a motion to approve the June 4th minutes?

Board Member Sexton: So moved

Chair Summers: May I get a second?

Board Member Hansen: Second

Chair Summers: I also had some clerical changes that I have emailed to Wendy and with those corrections which are on page 4, page 12 and page 15, I have no further discussion. Does anybody else have any discussion of the motion?

Board Member Heller: Chair Summers

Chair Summers: Board Member Heller

Board Member Heller: There's a couple other clerical changes I think you missed. On page 8, the next to last paragraph. I am happy to attribute those comments to you but don't know that you want to own them or not. I think that was a paragraph that I stated. I would also comment that throughout this it gets a little confusing because not all the names are bolded in the same formatting so if they could just be careful with formatting

Chair Summers: Okay, I'm not sure on page 8 what you are mentioning, Amy

Martha Lantz (Counsel): This is Martha

Chair Summers: I see, the one where they would identify themselves?

Board Member Heller: Yeah

Martha Lantz: I think that all of that comment was attributed to Board Member Heller, where she says Board Member Summers and then continues speaking, right?

Board Member Heller: Correct

Martha Lantz: Is that how it should be, that notation Chair Summers speaking is not correct?

Chair Summers: Correct, I got it

Coordinator Hobson: Actually, I do believe that is correct. In transcribing the minutes I double checked that and Board Member Heller did reference the Chair as Board Member instead of Chair

Chair Summers: No, that's not the part that we're talking about. Where the comment of the Chair says I would also ask when people speak they identify themselves so the female speaker that was using profanity; that's not acceptable in public meetings, that was Board Member Heller's comment

Martha Lantz: Here's what I think. The transcription, because I know Wendy did these verbatim, that when Board Member Heller spoke, she said Board Member Summers and then corrected herself to say Chair Summers and then continued to speak; that makes sense to me

Board Member Heller: Yeah, I think that's exactly what happened but the way that it's formatted where it says Chair Summers dot dot it looks like that's Beckie's paragraph while I'm not sure Beckie wants that contributed to her

Chair Summers: I would happily take that but it was Amy who said it

Board Member Hansen: Madam Chair

Chair Summers: Board Member Hansen

Board Member Hansen: Wendy, did you transcribe the recording of our meeting? Is that what you did?

Coordinator Hobson: That's correct

Board Member Hansen: Because it looks like a; I know it was an incredible amount of work and I just want to thank you for doing that. That's a very tedious job and I really appreciate you having done that for us.

Coordinator Hobson: Thank you, I appreciate that very much

Chair Summers: Is there any other discussion? Hearing none, can I get a roll call for this motion?

Roll call:

Board Member Hansen: Yes, I approve the motion to approve the minutes

Board Member Sexton: I approve the motion

Chair Summers: Yes

Board Member Heller: Yes

Board Member Andrews: No response

Chair Summers: Okay, I'm concerned about Board Member Andrews, is there any way we can assist her on getting to this meeting?

Martha Lantz: The participants on my screen shows that her phone is muted; sometimes there's an icon on both if you're using two devices

Cameron Segura (Moderator): Is she using two devices right now?

Martha Lantz: She is logged in twice. I see both her name and attributed to just her phone number

Cameron Segura: Can you tell me what her phone number is?

Martha Lantz: it's the one that ends in 023

Cameron Segura: Let's see if I can unmute her

Chair Summers: Okay

Board Member Andrews: Now can you hear me?

Chair Summers: Yes, thank you. We had two motions before us; one for the March 5th minutes and one was for the June 4th minutes. We did take discussion, do you have any discussion?

Board Member Andrews: I do not

Chair Summers: Okay, for the record are you approving the minutes for March 5th

Board Member Andrews: Yes, I am and for June. Yes, I did hear the discussion

Chair Summers: At this point, I am going to introduce Cameron and he is going to be telling us a little bit about how this is going to be working tonight

Cameron Segura: Thank you. My name is Cameron Segura, and I'm a member of HR on the Continuous Improvement team and I'm here tonight to run this Zoom conference call and to make sure everything runs according to planned. As of now, everyone's microphone has been muted. If yours is not, please make sure you are muted when not speaking. We will focus on one question at a time. To ask a question, we ask that you virtually raise your hand. Depending if you are on your phone or the actual Zoom desktop or web browser you can go to the participant panel at the bottom and put your cursor over where everyone's cameras are and you can see

their faces. At the bottom, you see two little people; click that and then the participants will show up on the right side and at the bottom there should be an option to raise hand and that way we know you have a comment to make and we can unmute you. If you are on your phone, you can virtually raise your hand by pressing star 9 and we can manage discussion that way. If you have any concerns or questions, you can send me a direct chat through the chat function. If you are on your computer you can open the chat and select my name; it should be Cameron Reed Segura.

Chair Summers: Okay, the next matter before us is actions on matters still pending / new business, Ms. Hobson

Coordinator Hobson: This evening we have a jurisdiction hearing in the Matter of Mr. Murphy to decide whether or not the board has jurisdiction to hear his appeal

Chair Summers: Are both parties here?

Coordinator Hobson: I do see it appears Mr. Murphy is on line, but I'm not sure about Deputy City Attorney Cheryl Comer

Cameron Segura: Ms. Hobson do you know what number it would be? I'm going to need to unmute her

Chair Summers: I can do that as well

Unidentified: inaudible

Chair Summers: Pardon me, who is that speaking? Mr. Murphy?

Mr. Dennis Murphy: Yes Ma'am

Chair Summers: Okay, just making sure you are there and we can hear you. Thank you for being here. Is the City Attorney here yet? Ms. Lantz, can you see if you can find her?

Martha Lantz: Yes, I'm going to text her

Cameron: I have someone who's raising their hand right now, would you like me to unmute them?

Chair Summers: Yes, please

Deputy City Attorney: Thank you, this is Cheryl Comer

Chair Summers: Okay, thank you. As in all matters it is the City's obligation to prove that we do not have it so the City will be proceeding first and then at the end, the Appellant will have a moment to present his side. At this time, Ms. Comer would you please proceed?

Cheryl Comer: Thank you Chair Summers. I did submit a brief, a very short brief in the matter. There are several provisions of the Tacoma Municipal Code that I provided to you. The code doesn't provide for this board to have jurisdiction over a probationary employee. The code language makes it clear that the probationary period for the department to use its discretion whether to retain or separate a person during that probationary period. In this case, Mr. Murphy filed an appeal based on a decision made not to have him proceed through the rest of this probationary period that was in the department's discretion to do. According to the Tacoma Municipal Code, he was demoted back to the position that he was promoted from. He is still a City of Tacoma employee but the matter of his promotion from a probationary status is not a matter within the board's jurisdiction and the City is asking you to decline jurisdiction to hear this appeal.

Chair Summers: Thank you. Are there any questions from the Board to Ms. Comer? Hearing none, Mr. Murphy, if you would please.

Mr. Murphy: inaudible..., admission to city service..., inaudible..., appointed, promoted or reduced, inaudible... in any way, inaudible

Cameron Segura: Mr. Murphy, sorry you're audio is not coming in clearly, can you make sure you are speaking into the microphone so all members can hear what you are saying?

Mr. Murphy: inaudible

Coordinator Hobson: Cameron, I can't hear anything

Cameron Segura: Okay, I wasn't sure if it was just me. Mr. Murphy, we have not heard anything you have said so far

Mr. Murphy: Can you hear me at all?

Cameron Segura: Right now we can. Are you speaking into a phone or a computer?

Mr. Murphy: Inaudible..., I don't know where a microphone is at

Cameron Segura: If you are speaking directly facing the screen, usually the microphone is picked up by the camera

Mr. Murphy: Ok, I'll try that. Inaudible

Cameron Segura: Do you have a phone you could call in on?

Mr. Murphy: I do, inaudible

Cameron Segura: That might work better, I'll mute your computer and if you call in from your phone that might provide better audio quality for all of our participants

Chair Summers: Thank you

Board Member Heller: As soon as he calls in can he be instructed to begin again? I did not hear a single thing

Chair Summers: yes, I as well did not hear him so he needs to start at the beginning

Cameron Segura: Mr. Murphy

Mr. Murphy: Yes, sir

Cameron Segura: Are you calling in from the 023 number or the 593 number?

Mr. Murphy: 4593

Cameron Segura: Okay, feedback is coming from 023 number so for that person, I am going to mute you while he speaks and then if you have something to say raise your hand and I'll unmute you

Mr. Murphy: Alright, I left where my computer was so hopefully that will cut down on the feedback

Chair Summers: if you would please Mr. Murphy start at the beginning because we didn't hear anything that you stated previously, so please start at the beginning

Mr. Murphy: Alright. I'd like to thank you for the opportunity to hear me. My case, I know that I was on probation; at the time, obviously that's what we're here about. One of the things that I feel about my being demoted is that it was for lack of a better term, under false pretenses. False statements were made to justify my demotion, under section 1.24.83 under (inaudible). I don't know how to say that but it says that no person shall be appointed, promoted or reduced or removed within (inaudible) then it talks about race, sex, marital status and all those standards. It also says that no person shall willingly or knowingly make a false statement or certificate and I believe that false statements were made against me to justify my demotion. I would understand that if it was just hey, I don't think he's working out but it wasn't that. When my ADM Mr. Lewis emailed Marie Angel in HR directly and asked how do I go about demoting Dennis Murphy? In a letter I received in a public disclosure request she listed conversations that he said he had with me in regards to why he wanted to demote me. Of course, most conversations, if you leave out certain things and omit certain parts of a conversation it could sway someone on the outside looking in to a bias as to how that conversation actually went and that is exactly what Mark Lewis did when he wrote that letter to HR and put those conversations as he called them in there. He left out pertinent information that made me look bad. If the whole conversation been put in

there, there would have been no justification for demoting me. I understand, for lack of a better term, and I'm going to be very generalized with this kind of comment; that I could be demoted for pretty much any reason that anyone wanted to demote me for the most part but this was done in my belief, with malice and making false statements was involved in making my demotion

Chair Summers: Thank you, I'm sorry. I am having technical difficulties as are the rest of the people on this call. So I understand what you presented, are there any comments from board members? Any questions?

Board Member Hansen: Madam Chair

Chair Summers: Board Member Hansen

Board Member Hansen: Mr. Murphy do you have an idea of the false statements that were made in regard to the decision to deny you that position?

Mr. Murphy: I don't know if you all received, but I emailed some stuff. There was a rebuttal letter too. It's a rebuttal letter to the letter that Mark Lewis sent to Marie Angel in an email. An email that he had sent her to say that he wanted to demote me and asked her how he could go about that demotion. I think I have it here. This is an email that Mark Lewis sent to Marie Angel and it says, I'd like to; please let me know what I need to do to fail Dennis Murphy on his probation. I've had several conflicts in how he treats internal and external customers in a disrespectful way since his appointment as a lead; his performance is unsatisfactory. That is a statement he made and then he added these notes. He says notes on Dennis Murphy; he says talked to Dennis Murphy about providing inaccurate and misleading information to employees, let alone new hires. He told new hires Marcus T and John D that they could not play cards during breaks and this is not accurate and not a welcoming conversation to have with new hires. This is a false statement. I did not do that. The whole story is that Mark Lewis did tell the brush crew in which I was the lead at the time, that they could not play cards in the lunchroom. The brush crew had misunderstood what he had said; told me what he had said and I told them that that didn't make sense. I went in and talked to my immediate supervisor Vince Sauley who said that was a true statement; Mark did say that. I reiterated the term lunch time and that I didn't understand why that was and he said that something happened before you became the lead, let it go and don't make an issue so I let it go. When I left my supervisor's office one of the new hires, John D. asked if I would like to play cards and I did make the statement sure, let's play cards. I just heard that that might be an issue, but let's play. Then Mark came in, saw us playing cards and at the end of lunch that new employee went to see Mark and said hey, I noticed you saw us playing cards and I heard that we may not be able to play cards during lunch, is that true? Mark said no, who said that and he said that Dennis said that he had heard that we were not allowed to play cards. Mark called me at the end of the day, discussed that with me and said that I was wrong and I should never have said that. I said that your supervisor is the one who made that statement. He said everyone is wrong and that it was at the end of the day and not at lunch. I said okay, but you should never have done anything. I said your own supervisor made that statement and specifically mentioned lunch and he confirmed that you said lunch. He said it doesn't matter, you should have known better.

To me, that is a false statement because I did not do that. I did not provide inaccurate or misleading information.

Then on 2/11 Mark said that he had to talk to me about my aggressive approach to Jim Coffman's group. I did say when we were at our work, our yard; I did say that loader is 313's. They said oh, we got permission from Mark. I said Oh, I'm just kidding. I don't care, it belongs to the City do what you want. We had a long conversation for about 30 minutes and I reiterated about half a dozen more times that I was kidding with him he said no worries and we talked about work and outside of work and we went our separate ways. Then I was told that was aggressive and inappropriate and I said I didn't know how that was inappropriate and he said well, I wouldn't approach anybody that way and you shouldn't either. By calling me aggressive, and things like that is not true; what he says I did here is not true. When asked to establish the critical ditch line on Shuster Parkway, it's over 750 feet of ditch and we were told to dig it by hand; I asked if we could have a machine; I was told no and to just do the work. I said okay and we went and did the work. Later my supervisor Vince Sauley came to me and said the reason that you couldn't have the equipment is because this is a designated wetland area and you can't have the oils and stuff spilling in there and I said okay, it makes sense. I never ever, ever, said I wouldn't do my job. I never went above my supervisor's head to question anything further or any of that. To say that I wasn't happy, well maybe I wasn't happy to have to dig 750 feet of ditch by hand but I never complained. So this again is also a false statement.

Board Member Hansen: Okay, thank you

Chair Summers: Are there any questions from other board members? Hearing none, the issue before us is jurisdiction in the Matter of Dennis Murphy

Board Member Sexton: Madam Chair

Chair Summers: Board Member Sexton

Board Member Sexton: I have a procedural question, maybe a question for counsel. It seems to me like perhaps Mr. Murphy has been mistreated. I don't know. Are there any issues that would allow for us to hear this besides the fact that it doesn't look like we meet the jurisdiction?

Martha Lantz: Madam Chair, was that question directed at me?

Chair Summers: Sure, Ms. Lantz if you would please

Martha Lantz: Board Member Sexton to answer your question, you are correct that the precise and narrow issue before you at this moment is the jurisdictional question and particularly given that this is a special meeting of the board in which only the jurisdictional issue was identified, there is not an opportunity to explore or discuss any potential additional mechanisms or remedies, however the code and procedures do allow various other means for employees and

members of the classified service to bring matters to the board's attention and if Mr. Murphy wanted to do that you could take it up appropriately before you in a different context

Board Member Sexton: Okay, maybe we'll continue that conversation

Chair Summers: Are there other comments from board members?

Cameron Segura: There is one person who's raising their hand from their phone, would you like me to unmute them?

Chair Summers: Yes

Cheryl Comer: Thank you, this is Deputy City Attorney Cheryl Comer again. I appreciate you are moving forward with the pending motion on the only issue before the board today. I did just want to remind the board as you probably know, this wasn't a fact finding hearing and so what you've heard from Mr. Murphy is really from his side. It's not evidence that we would rely on at this point. I just wanted to remind you of that because when I hear a statement that he was mistreated, the evidence really wouldn't support that. I felt it was important to let the board know that there are two sides to every story and I believe that the department here really did its best, and did what it was supposed to do and assess and appraise Mr. Murphy's skills and aptitude. They did that and determined that he wasn't suitable for continuing in that position. That is within their discretion to do.

Chair Summers: Thank you. The matter before us is based on jurisdiction and do I hear a motion from the board to accept the

Board Member Heller: Madam Chair

Chair Summers: Board Member Heller

Board Member Heller: I would move to deny the appeal, based on the fact that there is not jurisdiction as Mr. Murphy was a probationary employee.

Chair Summers: Do I hear a second?

Board Member Sexton: Second

Chair Summers: It's been moved and seconded, is there any further discussion by the board?

Board Member Heller: I would just state that; and backing this up, that the probationary period is the last step of the hiring process. So, until Mr. Murphy completed the probationary period he truly wasn't hired into the higher level position. The term has been used a lot this evening about demoting but he wasn't demoted, he was reverted to his prior position to which he had, which is why I will be voting to support the city's position and to uphold my motion.

Cameron Segura: Madam Chair, there are also two people who are raising their hands

Chair Summers: Board Member Hansen

Board Member Hansen: I look at this and I agree with Ms. Comer. The appeal requires an appeal from a permanent employee. The City of Tacoma has somewhat of an unusual system I have not seen before, although it may be common to other cities in that when they promote you, they put you in a probationary position. I think many employers will promote an employee and then if they don't succeed in their position they terminate that employee. In this system, you were put in a probationary position which allows them to terminate you from that probationary position with very little reason, and that's the bad news. I think the good news is that under the rules you can revert back to your prior position rather than be terminated because you didn't succeed in that promoted position. I would have to agree with Ms. Comer from her analysis of the position.

Chair Summers: Are there any more comments from the board?

Board Member Sexton: Madam Chair

Board Member Sexton: Going along with everyone else, I'm not happy about this but there really isn't anything we can do about this. The last hearing I suggested that Mr. Murphy should file this as a complaint. I really think this needs investigating. I really think there's a whole lot going on here that we don't know. It seems to me like he's been mistreated. I think what he has to say certainly reads that way. We don't know; certainly would like to hear more about this; certainly hope it is pursued, so I'll go along because we have to.

Chair Summers: Are there any further comments from board members. Ellen, did you need to be unmuted. Hearing none, may I have a roll call?

Roll call:

Board Member Hansen: I vote yes on the motion

Board Member Sexton: Yes

Chair Summers: Yes

Board Member Heller: Yes

Board Member Andrews: I abstain

Chair Summers: Having no other issues before us, the jurisdiction hearing is adjourned and we have agreed with the City's position. We do not have jurisdiction. Thank you Mr. Murphy for coming and stating your position. That is the end of the appeal. Moving on to the next area, considerations of matters set for public hearing, Ms. Hobson

Coordinator Hobson: None this evening

Chair Summers: Civil Service Coordinator

Coordinator Hobson: None this evening

Chair Summers: Human Resources Director report and requests

Coordinator Hobson: There is no report from the Director this evening

Chair Summers: Comments by the public

Cameron Segura: If you are wanting to make a comment, please raise your hand. If you are on the phone, push star 9 so we know you want to speak.

Mr. Murphy: Again, I'd like to thank you for hearing my appeal. I believe that the Civil Service Board and the City of Tacoma need to re-evaluate how they look at probationary employees. I've been an employee of the City of Tacoma for nine and a half years with a very good record that all of a sudden went downhill in a six month period, which seems quite ridiculous for someone to do great and then when they are put on probation for a promotion to destroy their career. It makes no sense to me and I don't know how it can make sense to anybody else. It doesn't make sense that an employee who's on probation has no rights, absolutely zero rights to defend themselves when they are being mistreated. My union won't touch this because again, I was on probation and they can't do anything about it. The idea seem ridiculous; I've been a lead permanently for two years, on a permanent upgrade for two consecutive years and never had a problem. Then all of a sudden, I'm promoted and I'm a problem. Makes absolutely no sense. I thank you for your time. There are many letters that I submitted to you that all say that I was treated unfairly but apparently, those will never be heard. Thank you.

Chair Summers: Thank you Mr. Murphy. Are there other comments from the public? Hearing none, board member comments

Board Member Hansen: Madam Chair

Chair Summers: Board Member Hansen

Board Member Hansen: I wanted to extend my appreciation to Ms. Lantz for the memo that she wrote regarding the question that we had for her. I think it was very well researched and very well done and I appreciate her effort on this.

Martha Lantz: Thank you

Chair Summers: Any other comments from the board?

Board Member Heller: Chair Summers

Chair Summers: Board Member Heller

Board Member Heller: In relation to our request; the legal findings that Ms. Lantz gave to us, thank you Ms. Lantz. I have some questions going forward. I would like to put in an information request for the board. For the emergency waiver that was put forward, I'd like to know a list please, or a table of some information, for how many hires were made under this emergency status. I'd like to have please, the number of employees that were hired, the employee name, position number, title, department, and division, supervisor name, hire date, and type of appointment, whether it's regular or permanent, temporary, emergency hire or project hire. So hopefully we can have that list for our next regular board meeting.

Chair Summers: Okay

Board Member Hansen: Madam Chair

Chair Summers; Board Member Hansen

Board Member Hansen: I'm assuming also that at some point the authority that they have acquired under the emergency provision, the city code or whatever; obviously that's going to terminate at some point and obviously we would need to be informed of when the emergency status is going to be terminated and then we can proceed with our usual customary decision making process.

Chair Summers: Ms. Fritz, did you have anything to add to the discussion? Is the requested information something that you can obtain for us?

Assistant HR Director Shelby Fritz: Certainly, I will have it prepared and to you by the next meeting

Board Member Heller: Madam Chair can I add one more category please? I would like to add if there was a diversified hire or not; so any protected groupings that may have been hired; so that we can see kind of the make up of these emergency hires

Ms. Fritz: Noted, thank you.

Martha Lantz: Madam Chair

Chair Summers: Is that Ms. Lantz?

Martha Lantz: Yes, I'm sorry. If you don't mind, Board Member Heller, would you put your request and the specifics of it in an email to Ms. Hobson. I jotted it down and I know she did to but I wanted to make sure that we didn't miss anything that you were seeking. The only other thing that I would add is if the board wants to have this discussion around this issue at its next meeting also let Ms. Hobson know that so we can make sure to properly put it on the agenda particularly if we're in another special meeting.

Board Member Heller: Will do

Board Member Hansen: Madam Chair, I have another comment

Chair Summers: Board Member Hansen

Board Member Hansen: Board Member Heller reminded me of an issue I thought was a concern to us given the fact of what's been going on in this country for the last few months and I realized that I-1000 did not pass and I vaguely remember hearing another initiative for affirmative action that is being; I think is being brought before the voters. I could be wrong. I just kind of remember something vaguely along those lines

Chair Summers: It's initiative 1776

Board Member Hansen: Oh, Okay so if they get enough signatures; I don't know if they have yet or not, then we can wait until it goes before the voters in November, is that your understanding Ms. Lantz?

Martha Lantz: I have to tell you I haven't been following that closely so I can't answer

Board Member Hansen: Ok, but I just wanted to put out for thought. If we do not have another initiative that passes, I would like to start looking at other ways of increasing the diversity of the workforce in the City of Tacoma. We get reports periodically, I haven't looked in detail at the last one, but the ones I looked at prior to the last one, there does seem to be a lack of diversity in the workforce. I think we need to put that on the back burner and hopefully address that at some point in the future

Martha Lantz: Again if I might; since we're in a special meeting I think its fine to note these topics as things of interest that you want to pursue formally but I just want to make sure you don't get too far a stray in the discussion since we had a very limited agenda

Board Member Hansen: Oh okay, sorry about that

Martha Lantz: No, it's fine but if it's an issue you want to explore then perhaps you can let the Chair know and we can tee it up on a future agenda for a formal robust discussion if that's what you are interested in.

Board Member Hansen: Ok, yes the public has to have notice issued to the public for a special meeting with a limited agenda; yes, I should bring that up in another regular meeting and I would request that that be put on an agenda at some point at a regular meeting

Chair Summers: Thank you. There is a bit of confusion for me in the fact that we were given a full agenda even though this was a special meeting and we do have comments by the board and these are issues that we'd like to bring up in the future. I would like the board to make lists and

(inaudible) to make sure it gets to the appropriate position or you can make your wishes known to our Coordinator and then she can send them out to the rest of the board (inaudible) my internet connection is unstable I might be leaving you sooner than I think so are there any other comments by the board hearing none we are adjourned.

Meeting adjourned at 6:47 PM

ATTEST:



Beckie Summers, Chair



Wendy Hobson
Civil Service Board Coordinator