

DOWNEY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION
11627 Brookshire Avenue
Downey, CA 90241

AGENDA #10

Regular Meeting
Lloyd L. Stromberg Conference Room

4:00 p.m.
March 16, 2016

ADDENDUM
PAGE NO.

I. GENERAL COMMISSION FUNCTIONS

1. Call to order - Dianne Lumsdaine.
2. The Renewal of the Pledge of Allegiance to the Flag of the United States of America to be led by Angie Rademaker.
3. Roll.
4. **APPROVE** Minutes of the Regular Meeting of February 17, 2016. 1-4
5. **RECEIVE** correspondence and refer it to the proper order of Business or to the Director, Classified Human Resources for processing.
6. **HEAR** oral communications from members of the Personnel Commission and Director, Classified Human Resources.
7. **HEAR** the public on items not appearing elsewhere on the agenda.

II. CONSENT AGENDA

1. **RATIFY** certification of Bus Driver eligibility list established March 1, 2016. 5
2. **RATIFY** certification of Food Service Assistant eligibility list established March 1, 2016. 6
3. **RATIFY** certification of TLC Resource Center Assistant-Bilingual eligibility list established February 16, 2016. 7
4. **RATIFY** the classification of one Senior Instructional Assistant-Behaviorally Challenged position established by the Board of Education, assigned to Price Elementary School, effective December 14, 2015. 8

Pursuant to Government Code §54957.5, a copy of all documents related to any item on this agenda that have been submitted to the Personnel Commission may be obtained from the Classified Human Resources office, 11627 Brookshire Avenue, Downey, CA 90241.

Persons requiring accommodation in order to view the agenda or participate in the meeting, may make the request for accommodation to the Director, Classified Human Resources at (562) 469-6641 at least 24 hours in advance of the meeting.
[Government Code §54954.2(a)(1)]

5. **RATIFY** the classification of one Senior Instructional Assistant-Behaviorally Challenged position established by the Board of Education, assigned to Price Elementary School, effective January 28, 2016. 9
 6. **RATIFY** the classification of one Senior Instructional Assistant-Behaviorally Challenged position established by the Board of Education, assigned to Unsworth Elementary School, effective January 13, 2016. 10
 7. **APPROVE** the re-establishment of the position with revised duties and minimum qualifications corresponding to the current classification of Chemical Applications Specialist, assigned to the Operations Department, eight hours per day, twelve months per year, at range 170, \$4,108 - \$4,994 per month; on the Unit II Salary Schedule, effective March 17, 2016. 11-15
- III. OLD BUSINESS
- None.
- IV. NEW BUSINESS
1. **HEAR** first reading of recommended change to Rules and Regulations section 40.100.7 – Veterans' Preference. 16-17
- V. NEXT REGULAR MEETING
- April 20, 2016 at 4:00 p.m. in the Lloyd L. Stromberg Conference Room.
- VI. CLOSED SESSION
- Public Employee Performance Evaluation, Title: Director, Classified Human Resources, in accordance with provisions of the Government Code Section §54957.
- VII. ADJOURNMENT

DOWNEY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION
11627 Brookshire Avenue
Downey, CA 90241

MINUTES

Regular Meeting

February 17, 2016

The Regular Meeting of the Personnel Commission of the Downey Unified School District was called to order by Dianne Lumsdaine, Chairperson, on Wednesday, February 17, 2016 at 4:00 p.m. in the Lloyd L. Stromberg Conference Room of the Gallegos Administration Center, 11627 Brookshire Avenue, Downey, California.

#210
PLEDGE OF
ALLEGIANCE

The Pledge of Allegiance to the Flag of the United States of America was led by John Kennedy.

#211
ROLL

A quorum of the Personnel Commission was in attendance as established by roll call:

Present: John Kennedy
 Dianne Lumsdaine
 Angie Rademaker

#212
MINUTES OF REGULAR
MEETING APPROVED

A motion was made by Mr. Kennedy, seconded by Ms. Rademaker, and the motion carried unanimously, to approve the minutes of the Regular Meeting of January 13, 2016.

<u>Roll-Call Vote</u>	<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>
John Kennedy	X		
Dianne Lumsdaine	X		
Angie Rademaker	X		

#213
CORRESPONDENCE
RECEIVED

No correspondence was received.

#214
ORAL
COMMUNICATIONS

Ms. Rademaker shared that she will be attending the 2016 CSPCA Annual Conference in Anaheim on February 25 through February 28, 2016. She also mentioned that she had been invited again to attend the "Day of the Reader" event at Gauldin Elementary School on March 3rd.

Mr. Kennedy shared that he will also be attending the 2016 CSPCA Annual Conference in Anaheim on February 25th through February 28th and was looking forward to it because he felt that it was always beneficial.

Ms. Lumsdaine acknowledged the attendance of Dr. John A. Garcia, Jr., Superintendent; Pam Martinez, President, CSEA Unit I; Norma Garcia, Parliamentarian, CSEA Unit I; Karen Quick, Sergeant-At-Arms, CSEA Unit I; John Shook, Director, MOT Services; Chris Nezzar, Chief Technology Officer; Quinton Riles, Operations Supervisor; David Harris, Custodial Services Coordinator; Andrea Iacovitti, Asst. Director, Budget &

Finance; Valerie Spolsky, Interim Personnel Analyst and all others present.

Ms. Arko mentioned that the Staff Development day was held on January 22, 2016 and there were 310 employees in attendance.

Ms. Arko informed the Commissioners that the Professional Growth Saturday Workshop will be held on Saturday, March 19th at the Warren High School cafeteria.

Ms. Arko informed the Commissioners that Senior Personnel Assistant, Joanna Peterson, will be transferring to the office of Certificated Human Resources and two new employees will be hired for the Classified Human Resources office. Their start date has not been determined yet but it is anticipated that they will be in attendance at the next Personnel Commission meeting.

Ms. Arko shared that the department has been involved with the implementation of the Paid Sick Leave for Substitutes program. This is legislation that was passed by the State of California that went into effect on July 1st and we are required to comply with this legislation. The Classified Human Resources office will be required to confirm that the substitute has accepted an assignment and was scheduled to work on the date of the absence.

Ms. Arko reviewed and answered questions regarding the February Vacancy/Recruitment Status Report.

Ms. Rademaker inquired about the vacancies in the Technology department. Specifically, the Student Information Systems Manager position and why it has taken so long to get the position filled. Mr. Nezza responded that the substitute currently working in the position is doing a fantastic job and he has asked the Classified Human Resources office to focus on getting the positions where he has the most need, filled first.

#215

PUBLIC HEARD

No one from the public asked to be heard.

#216

CONSENT AGENDA

A motion was made by Mr. Kennedy and seconded by Ms. Rademaker, and the motion was carried unanimously to approve the consent agenda (shown below as Minute Action Items 217-228).

<u>Roll-Call Vote</u>	<u>Ayes</u>	<u>Noes</u>	<u>Abstained</u>
John Kennedy	X		
Dianne Lumsdaine	X		
Angie Rademaker	X		

#217

RATIFY CERTIFICATION OF
COMPUTER/NETWORK
SUPPORT TECHNICIAN
ELIGIBILITY LIST

RATIFY certification of Computer/Network Support Technician eligibility list established January 14, 2016.

#218

RATIFY CERTIFICATION OF CUSTODIAN ELIGIBILITY LIST

RATIFY certification of Custodian eligibility list established January 25, 2016.

#219

RATIFY CERTIFICATION OF FOOD SERVICE ASST. II ELIGIBILITY LIST

RATIFY certification of Food Service Assistant II eligibility list established February 5, 2016.

#220

RATIFY CERTIFICATION OF GROUNDS EQUIPMENT OPER. ELIGIBILITY LIST

RATIFY certification of Grounds Equipment Operator eligibility list established February 4, 2016.

#221

RATIFY CERTIFICATION OF MAINTENANCE PAINTER ELIGIBILITY LIST

RATIFY certification of Maintenance Painter eligibility list established February 2, 2016.

#222

RATIFY CERTIFICATION OF SR. PERSONNEL ASST. ELIGIBILITY LIST

RATIFY certification of Senior Personnel Assistant eligibility list established January 29, 2016.

#223

RATIFY CLASSIFICATION OF ONE LEAD MAINT. WORKER POSITION

RATIFY the classification of one Lead Maintenance Worker position established by the Board of Education, assigned to the Maintenance Department, effective December 31, 2015.

#224

RATIFY CLASSIFICATION OF ONE MAINTENANCE SUPERVISOR POSITION

RATIFY the classification of one Maintenance Supervisor position established by the Board of Education, assigned to the Maintenance Department, effective December 16, 2015.

#225

RATIFY CLASSIFICATION OF ONE SCHOOL HEALTH TECHNICIAN-FEMALE POSITION

RATIFY the classification of one School Health Technician-Female position established by the Board of Education, assigned to the Special Education Department, effective November 6, 2015.

#226

RATIFY CLASSIFICATION OF TWO LIMITED-TERM COMPUTER/NETWORK SUPPORT TECHNICIAN POSITIONS

RATIFY the classification of two limited-term Computer/Network Support Technician positions established by the Board of Education, assigned to the Technology Department, effective January 1, 2016 through June 30, 2016.

#227

RATIFY CLASSIFICATION OF ONE SR. INSTR. ASST.-SEVERELY/MULTIPLY HANDICAPPED POSITION

RATIFY the classification of one Senior Instructional Assistant-Severely/Multiply Handicapped position established by the Board of Education, assigned to Alameda Elementary School, effective January 4, 2016.

#228

APPROVE CHANGES TO
CLASS DESCRIPTION
FOR NETWORK
ADMINISTRATOR

APPROVE the changes to the class description for the classification of Network Administrator as submitted, effective February 18, 2016.

#229

OLD BUSINESS

None.

#230

NEW BUSINESS

None.

#231

NEXT REGULAR
MEETING

The next Regular Meeting of the Personnel Commission will be March 16, 2016, at 4:00 p.m., in the Lloyd L. Stromberg Conference Room of the Gallegos Administration Center, 11627 Brookshire Avenue, Downey, California.

#232

CLOSED SESSION

The Personnel Commission retired to closed session at 4:16 p.m. in accordance with provisions of the Government Code (Section §54957) to consider Public Employee Performance Evaluation, Title: Director, Classified Human Resources.

#233

OPEN SESSION

The Personnel Commission returned to open session at 4:48 p.m. There were no reportable actions taken during closed session.

#234

ADJOURNMENT

The Regular Meeting of the Personnel Commission was declared adjourned at 4:49 p.m., with the consent of the members.

Personnel Commission
DOWNEY UNIFIED SCHOOL DISTRICT

Dianne Lumsdaine, Chair

BethAnn Arko, Director

Downey Unified School District
PERSONNEL COMMISSION

Submitted for Ratification March 16, 2016

Eligibility List Established March 1, 2016

for Classification of

BUS DRIVER

"P" = Promo.

"O" = Open

Rank

Name

O	1	Cindy Castillo
O	1	Lorena Barrera
O	1	Gabriel Peniche
O	1	Janet Alvarado
O	1	Alejandro Torres
O	2	Treenitta Harber
O	2	Maria Farfan
O	2	Jorge Marquez
O	2	Simone Revoner
O	2	Antonio Alva
O	2	Gerardo Avila
O	3	Darlena Rison

Downey Unified School District

PERSONNEL COMMISSION

Submitted for Ratification March 16, 2016

Eligibility List Established March 1, 2016

for Classification of

FOOD SERVICE ASSISTANT

"P" = Promo.

"O" = Open

Rank

Name

O	1	Raquel Flores
O	1	Eric Santana
O	1	Shantae Woods
O	1	Linda Oliva
O	2	Veronica Calderon
O	2	Hilda Castanon
O	2	Marleen Perez
O	2	Colleen Fechner
O	2	Melinda Long
O	2	Elisa Diaz
O	3	Tanya Story
O	3	Gabriela De Rodriguez
O	4	Sefora Felix
O	4	Maria Picon de Martinez
O	5	Alejandra Villagran

Downey Unified School District
PERSONNEL COMMISSION

Submitted for Ratification March 16, 2016

Eligibility List Established February 16, 2016
for the Classification of

TLC-Resource Center Assistant-Bilingual

"P" = Promo. "O" = Open	Rank	Name
P	1	Guadalupe Fuentes
O	2	Carlos Abarca
O	2	Erika C. Arellano
O	3	Jacqueline Martinez
O	3	Carla Romero
O	4	Reina Monarrez
O	4	Martha Rivera
O	4	Daisy Sillas
O	4	Aemee Adame-Castellon
O	4	Elsa Cardenas
O	5	Vernise Medina

DOWNEY UNIFIED SCHOOL DISTRICT
Office of Classified Human Resources/Personnel Commission

DATE: March 8, 2016
TO: John A. Garcia, Jr., Ph.D., Superintendent
FROM: BethAnn Arko, Director, Classified Human Resources

SUBJECT: ESTABLISHMENT OF ONE NEW POSITION (SENIOR INSTRUCTIONAL ASSISTANT-BEHAVIORALLY CHALLENGED)

ACTION ITEM

We have received a request from Mary Weyers, Principal, Price Elementary School, to establish one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged. This new position is being created to provide behavioral support to a student with Autism per the IEP.

Therefore, it is recommended that the Board of Education be requested to ratify the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Price Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective December 14, 2015.

SUPERINTENDENT'S RECOMMENDATION

RATIFY the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Price Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective December 14, 2015.

DOWNEY UNIFIED SCHOOL DISTRICT
Office of Classified Human Resources/Personnel Commission

DATE: March 8, 2016
TO: John A. Garcia, Jr., Ph.D., Superintendent
FROM: BethAnn Arko, Director, Classified Human Resources

SUBJECT: ESTABLISHMENT OF ONE NEW POSITION (SENIOR INSTRUCTIONAL ASSISTANT-BEHAVIORALLY CHALLENGED)

ACTION ITEM

We have received a request from Brian Murray, Ph.D., Program Administrator, Special Education, to establish one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged. This new position is being created to provide pervasive behavioral support to a student with Autism at Price Elementary School.

Therefore, it is recommended that the Board of Education be requested to ratify the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Price Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective January 28, 2016.

SUPERINTENDENT'S RECOMMENDATION

RATIFY the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Price Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective January 28, 2016.

DOWNEY UNIFIED SCHOOL DISTRICT
Office of Classified Human Resources/Personnel Commission

DATE: March 8, 2016
TO: John A. Garcia, Jr., Ph.D., Superintendent
FROM: BethAnn Arko, Director, Classified Human Resources
SUBJECT: ESTABLISHMENT OF ONE NEW POSITION (SENIOR INSTRUCTIONAL ASSISTANT-BEHAVIORALLY CHALLENGED)

ACTION ITEM

We have received a request from Rebecca Ruswick, Program Administrator, Special Education, to establish one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged. This new position is being created to provide behavioral support to a student in the Special Day Class at Unsworth Elementary School.

Therefore, it is recommended that the Board of Education be requested to ratify the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Unsworth Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective January 13, 2016.

SUPERINTENDENT'S RECOMMENDATION

RATIFY the establishment of one new position with duties corresponding to the current classification of Senior Instructional Assistant-Behaviorally Challenged, assigned to Unsworth Elementary School, six and one-half hours per day, ten months per year, at range 115, \$3,062 - \$3,727 per month, effective January 13, 2016.

DOWNEY UNIFIED SCHOOL DISTRICT
Office of Classified Human Resources / Personnel Commission

MEMORANDUM

DATE: March 16, 2016

TO: Personnel Commission

FROM: BethAnn Arko, Director, Classified Human Resources
Prepared by Valerie Spolsky, Interim Personnel Analyst

**SUBJECT: RE-ESTABLISHMENT OF POSITION AND CLASS DESCRIPTION
REVISION – CHEMICAL APPLICATIONS SPECIALIST**

ACTION ITEM

We have received a request from John Shook, Director, Maintenance, Operations and Transportation Department, to re-establish the position of Chemical Applications Specialist. Several years ago, the classification became vacant and was not filled. Based on workload demands requiring weed, pest and vermin control, the Maintenance, Operations and Transportation Department recommends re-establishment of this classification. A review of job duties and minimum requirements for the classification was completed to determine the current duties and responsibilities of the position in preparation for recruitment purposes. The position is required to have three certifications and licenses in order to perform the work and this information is reflected in the Education and Experience and Licenses and Other Requirements sections of the attached revised classification description.

The Board has the authority and responsibility to determine the work to be done, and establish positions with duties to accomplish that work. The Personnel Commission has the responsibility to "classify" the positions, assigning titles, establishing minimum qualifications, developing class, descriptions and setting an appropriate salary range.

A revised class description for the position of Chemical Applications Specialist has been prepared and is attached. Based on the level of responsibility required of the position in this classification, salary placement is being recommended on the Unit II Salary Schedule at range 170, \$4,108 - \$4,994 per month.

DIRECTOR'S RECOMMENDATION

APPROVE the re-establishment of the position with revised duties and minimum qualifications corresponding to the current classification of Chemical Applications Specialist, assigned to the Operations Department, eight hours per day, twelve months per year, at range 170, \$4,108 - \$4,994 per month; on the Unit II Salary Schedule, effective March 17, 2016.

DOWNEY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION
Unit II

CLASS TITLE: CHEMICAL APPLICATIONS SPECIALIST

BASIC FUNCTION:

Under the direction of the Operations Supervisor, conduct spraying program within the District involving the preparation and application of pesticides, herbicides, fungicides, and fertilizers, to control weeds, plant diseases, insects, pests and rodents, using a variety of manual and automated equipment; perform grounds keeping duties as assigned.

REPRESENTATIVE DUTIES:

Identify the condition of lawns, vegetation and disease and pest infestation; determine and apply proper pesticide to achieve desired results. **E**

Store, mix and apply ~~agricultural chemicals (fertilizers, pesticides, fungicides, herbicides, and other chemicals etc.)~~ **to control pests, weeds and diseases**, in compliance with manufacturer's recommendations and applicable laws and regulatory standards. **E**

Trap and/or eradicate small animal infestations, **including** ~~i.e.,~~ rodents, opossums, **and** gophers, ~~etc.,~~ using traps, gas cartridge, or other methods as appropriate. **E**

Meet with site staff, management and administrators to discuss methods to exclude, prevent and control pests. E

Acts as liaison for the District and coordinates with vendors and outside agencies to comply with regulations, policies and procedures related to the application of chemical solutions to control weeds, pests, insects and diseases. E

Prepare work schedule and determine safe and appropriate times to conduct work. **E**

Operate and maintain **appropriate** equipment ~~commonly~~ used for the storage, handling, mixing and application of agricultural chemicals used on school grounds. **E**

Operate grounds keeping tools, **power or hand** equipment **for the application of herbicides or pesticides**, and District vehicles. **E**

Maintain related records and prepare reports as required by the agricultural regulations and the District. **E**

REPRESENTATIVE DUTIES: (Continued)

Mark field and goal lines for sporting activities at various school sites using appropriate chemicals and methods. ***E***

Mow, edge, trim, and water lawns, fields and other turf grounds as directed; prepare and fertilize soil; plant, cultivate, prune and fertilize flowers, trees, grass and shrubs as assigned; hoe and pull weeds and rake leaves as necessary. E

Perform related duties as assigned.

Note: At the end of some of the duty statements there is an italicized "E" which identifies essential duties required of the classification.

KNOWLEDGE AND ABILITIES:

KNOWLEDGE OF:

- Methods, materials, equipment, and proper handling of agricultural chemicals and corrosive materials used in weed and pest control.
- Basic record-keeping techniques.
- Laws, rules, regulations involved in chemical and spray application.
- Technical aspects of agricultural chemical and pesticide application.
- Health and safety regulations.
- Basic grounds keeping practices and methods.
- Requirements necessary to obtain agricultural chemical operator's license and/or certificate as required by current State regulations.
- Laws, rules, and regulations pertaining to operation of a motor vehicle.

ABILITY TO:

- Conduct spraying program within the District involving the preparation and application of fertilizers, herbicides, fungicides and pesticides.
- Properly and safely mix and spray chemicals following manufacturer's instructions.
- Understand and follow oral and written directions.
- Operate District vehicles, manual and automated spray equipment, and grounds keeping equipment in a safe manner.
- Pass annual respirator fitness physical exam, as required by OSHA safety standards, at a medical facility designated by the District.
- Meet requirements for agricultural chemical operator's license and/or certificate as required by current State regulations.
- Learn and apply proper procedures in marking fields, and goal lines for a variety of sports activities, i.e., football, baseball, soccer, track, and volleyball.
- ~~— Hold and maintain a valid California driver's license.~~
- Maintain routine records and prepare reports.
- Determine appropriate methods of eradication.
- Practice extreme caution in work activities to assure health and safety.
- Communicate effectively both orally and in writing.
- Add, subtract, multiply and divide quickly and accurately.
- Meet schedules and time lines.
- Work independently with little direction.

- Operate, service and make minor repairs to spray equipment.
- Use a variety of grounds keeping equipment and hand tools.
- ***Demonstrate attendance sufficient to complete the duties of the position as required.***

EDUCATION AND EXPERIENCE:

Any combination equivalent to completion of high school and one year ***full-time, paid experience in controlling insects, nematodes, rodents, weeds and/or plant diseases*** ~~grounds keeping experience including experience with chemical spraying.~~

LICENSES AND OTHER REQUIREMENTS:

Must have and maintain valid California driver's license. ***Must be, and remain, insurable under the District's vehicle driver's insurance policy at the standard rate.***

Must possess and maintain the following licenses and certificates:

- ***A current Structural Pest Control License Branch 2 (General Pest) issued by the Department of Pesticide Regulation, California Structural Pest Control Board;***
- ***A current Qualified Applicator Certificate Category A (Residential, Industrial and Institutional) issued by the Department of Pesticide Regulation; and***
- ***A current Qualified Applicator Certificate Category B (Landscape Maintenance) issued by the Department of Pesticide Regulation.***

~~a State Pesticide Applicator license and/or certificate;~~ and Must annually pass a respirator fitness physical exam at ~~a~~ location specified by the District.

WORKING CONDITIONS:

ENVIRONMENT:

Outdoor environment; subject to driving a vehicle to conduct work, extreme weather conditions and regular exposure to fumes, dust and odors and chemicals.

PHYSICAL ABILITIES:

Walking over rough or uneven surfaces, standing for extended periods of time, kneeling or crouching, bending at the waist, digging, dexterity of hands and fingers to operate spray equipment.

HAZARDS:

Hazardous chemicals and fumes from pesticides, poisons, fumigation cartridges and others; exposure to dead rodent carcasses.

Reestablished:
November, 2015, DUSD

Revised:
March, 2016, DUSD
November, 1998, DUSD
January, 1992, DUSD
June 1989, Ewing & Company

DOWNEY UNIFIED SCHOOL DISTRICT
Office of Classified Human Resources / Personnel Commission

MEMORANDUM

DATE: March 16, 2016

TO: Personnel Commission

FROM: BethAnn Arko, Director, Classified Human Resources

SUBJECT: AMENDMENT OF PERSONNEL COMMISSION RULE 40.100.7
Veteran's Preference – FIRST READING

BACKGROUND

Staff is working on updating and standardizing our job bulletins. It was noticed that the criteria we are currently utilizing in awarding Veterans preference points is outdated. Staff analyzed data from the Department of Defense and the United States Office of Personnel Management and makes the recommendations that you will find on the following page. Staff has struck out the "old" language and bolded the recommended language.

DIRECTOR'S RECOMMENDATION

Direct the Director of Classified Human Resources to place this item on the agenda of the next Regular Personnel Commission meeting, for consideration as a "second reading."

40.100 Application for Employment (Continued)

40.100.7 Veterans' Preference

- A. Veterans' preference points shall be added to passing scores in entry level open examinations in the amount prescribed by Education Code Section 45296. At least thirty (30) days of active service in the armed forces (includes the Army and Air National Guard, Army, Navy, Marines, Air Force, and the Coast Guard) in a time of war or national emergency declared by the President of the United States are required. ~~Some of the dates of service are listed below~~ **Five points are added to the passing examination score or rating of a veteran who served:**

~~World War II December 7, 1941 to December 31, 1946~~

~~Korea June 27, 1950 to January 31, 1955~~

~~Vietnam August 4, 1964 to May 8, 1975~~

~~Desert Storm August, 1990 to February, 1991*~~

~~* Veteran's service credit will be granted former military members who can show the award of the Southwest Asia Service Medal on military service form DD214.~~

- ***During a war; or***
 - ***During the period April 28, 1952 through July 1, 1955; or***
 - ***For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; or***
 - ***During the Gulf War from August 2, 1990, through January 2, 1992; or***
 - ***For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on August 31, 2010, the last day of Operation Iraqi Freedom; or***
 - ***In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.***
- B. In order to obtain credit, the applicant must have been discharged or released under conditions other than dishonorable, proof of which shall be submitted to the representative of the commission at a time prior to the examination. No adjustment of rank on the list shall be made when such proof is presented thereafter.