

McPherson, David

From: Vickie Carson [vcarson@ifpte21.org]
Sent: Friday, December 21, 2012 12:53 PM
To: Appleyard, Ian
Cc: Walsh, Kip; Gonzales, Alicia; McPherson, David; Pritchett, Jaime
Subject: RE: Rev. Ops. Supervisor & Principal Rev. Analyst - revisions

Thanks, Ian.
We are good to go.

Enjoy the holidays and the break.

Victoria Carson vcarson@ifpte21.org
Representative, Local 21
510-388-0120

From: Appleyard, Ian [IAppleyard@oaklandnet.com]
Sent: Friday, December 21, 2012 11:24 AM
To: Vickie Carson
Cc: Walsh, Kip; Gonzales, Alicia; McPherson, David; Pritchett, Jaime
Subject: RE: Rev. Ops. Supervisor & Principal Rev. Analyst - revisions

Vickie,

DHRM would like to know if the Union has additional concerns about the Revenue Supervisor and the Principal Revenue Analyst classifications.

They would like to schedule the specs for the January 10th Civil Service Board meeting. The materials need to be submitted by January 4th.

Let me know your thoughts.

I will be out until January 7th. Please communicate with Kip and Jaime if you need this adjusted.

IAN APPLEYARD | Principal HR Analyst
City of Oakland
City Administrator's Office
Employee Relations

510.238.6891 | 510.238.4482 (fax)

This e-mail message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message and any attachments. Do not share this email with anyone.

From: Appleyard, Ian
Sent: Friday, December 14, 2012 1:52 PM
To: Vickie Carson

Cc: Walsh, Kip; Gonzales, Alicia; McPherson, David
Subject: Fwd: Rev. Ops. Supervisor & Principal Rev. Analyst - revisions

Vickie,

Here are the specs with the changes we discussed.

Let me know if you have any feedback.

Ian Appleyard
(510) 238-6891

Begin forwarded message:

From: "Gonzales, Alicia" <AGonzales@oaklandnet.com>
To: "Appleyard, Ian" <IAppleyard@oaklandnet.com>
Cc: "Walsh, Kip" <KWalsh@oaklandnet.com>
Subject: Re: Rev. Ops. Supervisor & Principal Rev. Analyst - revisions

Hello Ian:

Here are the changes that were made to the Revenue Operations Supervisor and the Revenue Analyst, Principal job descriptions during meet-and-confer. Please forward them to the union.

Thank you,

Alicia Gonzales

Human Resource Analyst | Department of Human Resources Management | Recruitment and Classification Division

150 Frank H. Ogawa Plaza, 2nd floor | Oakland, CA 94612

This e-mail message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message and any attachments.

McPherson, David

From: Walsh, Kip
Sent: Tuesday, June 18, 2013 9:14 PM
To: Joe Keffer; Santana, Deanna; Preston, Darryelle LaWanna; Kasaine, Katano; McPherson, David
Cc: Seneca Scott; Cheryl Dunaway; Dwight McElroy; Marshall, Al; Myra Abdul Ali; Sharon Vaughn; Carey, Cecilia
Subject: RE: Appeal of Revenue Operations Supervisor Exam

Joe,
I apologize for the incomplete communication you received. At the Civil Service Board meeting this week (June 20) we will be recommending to the Board that they schedule the Appeal of Examination Results for Revenue Operations Supervisor to their July 18, 2013 meeting.

Be advised that all materials related to the appeal must be submitted to this office no later than Friday, July 5, 2013 for inclusion in the Civil Service Board agenda packet for the July 18 meeting.

Kip

From: Joe Keffer [<mailto:joe.keffer@seiu1021.org>]
Sent: Tuesday, June 18, 2013 8:54 PM
To: Santana, Deanna; Preston, Darryelle LaWanna; Kasaine, Katano; Walsh, Kip; McPherson, David
Cc: Joe Keffer; Seneca Scott; Cheryl Dunaway; Dwight McElroy; Marshall, Al; Myra Abdul Ali; Sharon Vaughn
Subject: RE: Appeal of Revenue Operations Supervisor Exam

To: Kip Walsh:
From: Joe Keffer
Re: Revenue Operations Supervisor
Date: June 18, 2013

SEIU wants to insure that the appeal of the Revenue Operation Supervisor selection process embedded below is scheduled for a Civil Service Appeal. Some indications exist that this matter will be scheduled for July 18th. However, the email from Cecilia Carey sent this afternoon makes no direct mention of the appeal.

This matter is of utmost importance to SEIU and our members. Please contact me immediately as to the City's position in this matter. Should you not be the appropriate person please forward and notify SEIU immediately of your actions.

Joe Keffer
510-710-0188

See today's response of Cecilia Cary in purple immediately below: (Note that the Tax Enforcement Officer Transfer II referenced in the email appears to be a different appeal filed today.)

From: Carey, Cecilia
Sent: Tuesday, June 18, 2013 3:41 PM
To: Joe Keffer
Subject: FW: Civil Service Board Meeting July 11, 2013

Joe,

We are in receipt of your requests related to the Construction and Maintenance Supervisor exam and the Tax Enforcement Officer II transfer. Those items are under review and we will be in contact soon regarding those items.

Once I receive confirmation from all involved regarding the July 18th CSB meeting date, I will be sure to inform you.

Cecilia Carey

From: Joe Keffer

Sent: Friday, May 31, 2013 5:14 PM

To: 'djsantana@oaklandnet.com'; DPreston@oaklandnet.com; 'jreese@oaklandnet.com'; 'kwalsh@oaklandnet.com'; 'dmcpherson@oaklandnet.com'

Cc: joe.keffer@seiu1021.org; Seneca Scott; 'Cheryl Dunaway'; Dwight McElroy; Marshall, Al; 'Myra Abdul Ali'; Sharon Vaughn

Subject: Appeal of Revenue Operations Supervisor Exam

May 30, 2013

Civil Service Board

c/o James Reese

Kip Walsh

LaWanna Preston

City of Oakland

250 Frank Ogawa Plaza

Oakland, California 94612

Attn: LaWanna Preston, Kip Walsh

Re: Request for Appeal of Selection and Recruitment Process
Revenue Operations Supervisor

Dear Sir/Madam:

In behalf of Appellants Nicole Welch, Kim Reed and Dianne Fields, SEIU appeals the decision of James Reese dated May 20, 2013. Should you not be the proper person to receive this appeal, please forward as appropriate and immediately notify us of your decision to do so.

In response to the letter dated May 20th consider the following:

1. All three applicants have been harmed. The process used fails to meet fundamental due process and fairness standards. The process followed not only gives the appearance of impropriety but was improper in fact and law.
2. The City argues that interviewees and the interview panel often know each other personally and professionally. Even if true, the facts of this case exceed the bounds of propriety. That the City subsequently interviewed the appellants does not eliminate the wrongdoing. All three still have standing to appeal this matter.
3. The fact that the interview panel acknowledged that they knew applicants and attested to the fact that "they could be objective and fair in their assessments" does not pass muster. This self-enforcement process lacks fundamental notions of due process and fairness.

4. SEIU reserves the right to make additional arguments and to present additional evidence in this matter. We incorporate by reference the initial correspondence sent to Kip Walsh in May of this year.

In behalf of appellants, SEIU renews the claim that fraud, collusion and/or bias, the Civil Service rules, due process, liberty and property interests have been violated. We, therefore, appeal this matter to the Civil Service Board.

Joe Keffer
Internal Organizer, SEIU Local 1021
510-710-0188