

**CITY OF SAN DIEGO  
MINUTES OF THE MEETING OF THE  
CIVIL SERVICE COMMISSION**

Friday, January 14, 2022, at 1:00 p.m.  
Online Meeting

- A. The special business meeting of the Civil Service Commission was called to order by President Lori Thacker at 1:04 p.m. Also present were Vice-President Jacquelyn R. Atkinson, Commissioner Sunday Gover, Commissioner Aaron Olsen, and Commissioner Nicolaz Portillo.
  
- B. The staff was represented by Personnel Director Douglas Edwards, Assistant Personnel Director Anne Lamén Aban, and Assistant to the Director Saba Berenji. Serving as legal advisor to the Commission was Senior Deputy City Attorney David Karlin.



City of San Diego  
Civil Service Commission

**SPECIAL MEETING MINUTES**

Lori Thacker, President  
Jacquelyn R. Atkinson, Vice-President  
Sunday Gover, Commissioner  
Aaron Olsen, Commissioner  
Nicolaz Portillo, Commissioner

Friday, January 14, 2022, at 1:00 p.m.  
Online Meeting

Click [here](#) to view meeting on Zoom Webinar at the scheduled time.

Until further notice, Civil Service Commission meetings will be conducted pursuant to the provisions of [California Executive Order 29-20](#), which suspends certain requirements of the Ralph M. Brown Act.

During the current State of Emergency and in the interest of public health and safety, all members of the Civil Service Commission will be participating in meetings by teleconference. In accordance with the Executive Order, there will be no members of the public in attendance at the meetings. We are providing alternatives to in-person attendance for viewing and participating in meetings.

In lieu of in-person attendance, members of the public may participate and provide comment via telephone, using the City Clerk webform, email submission, or via U.S. Mail of written materials, as follows:

**Public Comment Testimony During Civil Service Commission Meetings:**

To offer public comment testimony during a Civil Service Commission meeting, you need to first join the Zoom Webinar meeting online from your desktop computer, laptop, tablet, or Smartphone, or by calling in to the meeting from your cellular phone or land line. If applicable, the Civil Service Commission will meet in Closed Session at 12:00 p.m. or shortly thereafter. Public Comment on Closed Session items will occur at the start of the 12:00 p.m. session before the Commission adjourns into Closed Session. The Commission will reconvene for Open Session at 1:00 p.m. or shortly thereafter.

**The link to join the Zoom Webinar by computer, tablet, or Smartphone is:**

Closed Session: <https://sandiego.zoomgov.com/j/1601441297> (PUBLIC COMMENT ONLY)

Open Session: <https://sandiego.zoomgov.com/j/1602402238>

**To Join By Telephone:**

Closed Session: Dial 1-669-254-5252. When prompted, input Webinar ID: 160 144 1297# (PUBLIC COMMENT ONLY)

Open Session: Dial 1-669-254-5252. When prompted, input Webinar ID: 160 240 2238#

**How To Speak To A Particular Item Or During Non-Agenda Public Comment:**

When the Commission President introduces the item you would like to comment on (or indicates it is time for Non-Agenda Public Comment), raise your hand by either tapping the "Raise your Hand" button on your computer, tablet, or Smartphone, or by dialing \*9 on your phone. You will be taken in the order in which you raise your hand. You may only speak once on a particular item.

When the Commission President indicates it is your turn to speak, unmute your phone by tapping the Unmute button on your computer, tablet or Smartphone, or dial \*6 on your phone.

**Written Comment Through Webform:**

**Comment On Agenda Items** may be submitted using the City Clerk [webform](#) indicating the agenda item number for which you wish to submit your comment. Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before the item is called will be submitted into the written record for the relevant item.

**Non-Agenda Public Comment** may be submitted using the City Clerk [webform](#) checking the appropriate box. Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before Non-agenda comment is called will be submitted into the written record for the meeting.

**Closed Session Public Comment** may be submitted using the City Clerk [webform](#). Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before the item is called will be submitted into the written record for the relevant item.

**Written Materials.** If you wish to submit written materials for submission into the record or have an attachment to your comment, you may email it to [AArevalo@sandiego.gov](mailto:AArevalo@sandiego.gov) or submit via U.S. Mail to 1200 Third Avenue, Suite 300, San Diego, CA 92101. Materials submitted via email will be distributed to the Civil Service Commission in accordance with the deadlines described above. Materials submitted via U.S. Mail will need to be received the business day prior in order to be distributed to the Civil Service Commission.

The public may view the meetings on Zoom Webinar. Click [here](#) to view this meeting at its scheduled time.

**Requests For Accessibility Modifications Or Accommodations:**

As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Personnel Department Services Supervisor at 619-236-6402 or [AArevalo@sanidiego.gov](mailto:AArevalo@sanidiego.gov). Requests should be made as early as possible prior to the meeting. Every attempt will be made to accommodate all reasonable requests. The City is committed to resolving accessibility requests swiftly in order to maximize accessibility.

This agenda and the supplemental information for each agenda item, if any, can be made available in alternative formats to assist persons with disabilities. Special assistance at the meeting is also available. To request such assistance, please call the Personnel Department Services Supervisor at 619-236-6402. Requests should be made as early as possible prior to the meeting. Every attempt will be made to accommodate all reasonable requests.

---

---

**ITEMS FOR ACTION**

---

---

*NOTE: The Commission will convene at 12:00 p.m. to hear public comment and discussion of the content of the Closed Session Agenda. At the close of public comment and discussion, the Commission will adjourn the public session and go into closed session. The regular business meeting will begin at 1:00 p.m.*

**INTRODUCTION**

1. Roll Call.

**ACTION TAKEN/PENDING**

Present were President Lori Thacker, Vice-President Jacquelyn R. Atkinson, Commissioner Sunday Gover, Commissioner Aaron Olsen, and Commissioner Nicolaz Portillo.

**NON-AGENDA PUBLIC COMMENT**

This portion of the agenda provides an opportunity for members of the public to address the Commission on items of interest within the jurisdiction of the Commission. (Comments relating to items on today’s docket are to be taken at the time the item is heard.)

Time allotted to each speaker is determined by the Chair. Comments are limited to no more than five (5) minutes total per subject regardless of the number of those wishing to speak. Pursuant to the Brown Act, no discussion or action, other than a referral, shall be taken by the Commission on any issue brought forth under “Non-Agenda Public Comment.”

Personnel Director Douglas Edwards welcomed Sunday Gover and Nicolaz Portillo to the Civil Service Commission and thanked Commissioner Dr. Don E. Conley for his four years of service to the Civil Service Commission.

President Lori Thacker also expressed her gratitude for Commissioner Dr. Don E. Conley’s service to the Commission and welcomed the new Commissioners.

**CONSENT AGENDA (Items 2 through 4 can be approved with one motion.)**

- |    |   |   |
|----|---|---|
| 2. | Approval of the minutes for the regular business meeting of December 2, 2021. | Approved items 2 through 4 with one motion. |
| 3. | Leaves of Absence Without Pay - In Order. Items 20 through 29.                |   |
| 4. | Approval of Exceptional Merit Increase for Maria G. Noller, Senior Chemist.   |   |

**LEAVES OF ABSENCE WITHOUT PAY - DISCUSSION**

- |    |  |   |
|----|--|---|
| 5. | Fernando L. Aguirre, Structural Inspector II, Development Services Department, for a one-year special leave without pay ending December 2, 2022, with his name to be placed on the eligible list for Structural Inspector II.<br>Hire Date: October 2, 2010<br>Reason: Outside employment.<br>Department Recommendation: Approval. | Approved.<br>Speaking for staff was Carissa Rosemore.   |
| 6. | Valentina DaSilveira, Special Event Traffic Controller II, Police Department, for a one-year special leave without pay ending January 2, 2023, with her job to be saved.<br>Hire Date: March 7, 2012<br>Reason: COVID-19 vaccination mandate.<br>Department Recommendation: Modification to name on eligible list.                 | Approved.<br>Commissioner Portillo dissenting.<br>Speaking for staff was Carissa Rosemore.<br>Speaking was Valentina DaSilveira.<br>Speaking was Ronald Litsinger.<br>Speaking for the department was Silvia Satrom.<br>Speaking for MEA was Nick Wright. |
| 7. | Michael A. Do, Police Detective, Police Department, for a one-year special leave without pay ending December 31, 2022, with his job to be saved.<br>Hire Date: October 19, 2007<br>Reason: Family care.<br>Department Recommendation: Modification to name on eligible list.   | Approved with modification to name on eligible list.<br>Speaking for staff was Carissa Rosemore.<br>Speaking for the department was Silvia Satrom.  |
| 8. | Cynthia Flores, Special Event Traffic Controller II, Police Department, for a one-year special leave without pay ending January 2, 2023, with her job to be saved.<br>Hire Date: May 3, 1985<br>Reason: COVID-19 vaccination mandate.<br>Department Recommendation: Modification to name on eligible list.                         | Approved.<br>Speaking for staff was Carissa Rosemore.<br>Speaking was Cynthia Flores.<br>Speaking for MEA was Nick Wright.  |

9. Jackilyn M. Lowry, Police Officer II, Police Department, for a one-year special leave without pay ending December 22, 2022, with her job to be saved.  
Hire Date: April 30, 2015  
Reason: Outside employment.  
Department Recommendation: Modification to name on eligible list.

Approved with modification to name on eligible list.  
Speaking for staff was Carissa Rosemore.
10. Casey J. Martin, Fire Engineer, Fire-Rescue Department, for a one-year special leave without pay ending December 13, 2022, with his job to be saved.  
Hire Date: November 6, 2004  
Reason: COVID-19 vaccination mandate.  
Department Recommendation: Denial.

Approved with modification to name on eligible list.  
Commissioner Olsen dissenting.  
Speaking for staff was Carissa Rosemore.  
Speaking was Casey J. Martin.  
Speaking for the department was John Wood.
11. Angel F. Morales, Assistant Engineer-Traffic, Transportation Department, for a one-year (first extension) special leave without pay ending December 27, 2022, with his name to be placed on the eligible lists for Assistant Engineer-Traffic, Assistant Engineer-Civil, and Junior Engineer-Civil.  
Hire Date: January 14, 2017  
Reason: Family care.  
Department Recommendation: Approval.

Approved.  
Speaking for staff was Carissa Rosemore.
12. Franklyn W. Sigston III, Police Dispatcher, Police Department, for a six-month special leave without pay ending May 6, 2022, with his name to be placed on the eligible list for Police Dispatcher.  
Hire Date: August 15, 2014  
Reason: Outside employment.  
Department Recommendation: Approval.

Approved.  
Speaking for staff was Carissa Rosemore.
13. Lindsay M. Stransky, Police Investigative Service Officer II, Police Department, for a one-year special leave without pay ending December 12, 2022, with her name to be placed on the eligible list for Police Investigative Service Officer II.  
Hire Date: March 2, 2017  
Reason: Outside employment.  
Department Recommendation: Approval.

Approved.  
Speaking for staff was Carissa Rosemore.

14. Jorge S. Zingaretti, Parking Enforcement Officer I, Police Department, for a one-year (third extension) special leave without pay ending November 2, 2022, with his name to be placed on the eligible list for Parking Enforcement Officer I.  
 Hire Date: April 11, 2007  
 Reason: Family care.  
 Department Recommendation: Approval.

Approved.  
 Speaking for staff was Carissa Rosemore.

**POLICY ITEMS - DISCUSSION**

15. Request from the Department of Information Technology to exempt three Program Coordinator positions from the Classified Service.

Approved.  
 Speaking for staff was Grace Navarro.  
 Speaking for the department was Jonathan Behnke.

16. Staff recommendations on special salary adjustments, new classifications, and title changes for the Fiscal Year 2023 Salary Ordinance.

Speaking for staff was Grace Navarro.

Recommended for Approval:

- 1) Instrumentation and Control Trainee
- 2) Wastewater Parts Buyer
- 3) Water Resources Specialist Series
- 4) Word Processing Operator

**1. Instrumentation and Control Trainee - Request for New Classification**

Approved request for the creation of a new classification with the alternative title of Instrumentation and Control Technician Trainee.

Not Recommended for Approval:

- 5) Geographic Information Systems Technician and Geographic Information Systems Analyst Series
- 6) Information Systems Technician and Information Systems Analyst Series
- 7) Police Parking Enforcement Officer Series
- 8) Therapeutic Recreation Leader and Therapeutic Recreation Specialist Series

**2. Wastewater Parts Buyer - Request for New Classification**

Approved request for the creation of a separate classification with the alternative title of Water Utility Parts Buyer.

**3. Water Resources Specialist Series - Request for New Classification**

Approved request for the creation of a separate classification for Principal Water Resources Specialist.  
 Approved creation of a separate classification for Water Resources Specialist.

**4. Word Processing Operator - Request for Title Change**

Approved request for a classification title change to Office Support Specialist.

5. **Geographic Information Systems Technician and Geographic Information Systems Analyst Series - Request for Special Salary Adjustment of 22-39%**  
Denied request for special salary adjustment.
6. **Information Systems Technician and Information Systems Analyst Series - Request for Special Salary Adjustment of 22-39%**  
Denied request for special salary adjustment.
7. **Police Parking Enforcement Officer Series - Request for New Classification**  
Denied request for the creation of a new Police Parking Enforcement Officer Series.
8. **Therapeutic Recreation Leader and Therapeutic Recreation Specialist Series - Request for Special Salary Adjustment of 10%**  
Denied request for special salary adjustment.  
Speaking for MEA was Nick Wright.
17. Kevin M. Allen-Chambers, appealing his conviction record disqualification for the position of Laborer.  
Continued to March meeting.  
Speaking for staff was Edgar Portilla.  
Speaking was Kevin Allen-Chambers.  
Speaking was William Carter.
18. Raymond Rodriguez, appealing his medical disqualification for the position of Dispatcher I.  
Approved.  
Speaking for staff was Edgar Portilla.

**UNFINISHED BUSINESS**

19. Staff recommendation on new classifications for the Fiscal Year 2023 Salary Ordinance.  
**Not Recommended for Approval:**  
Development Services Technician Supervisor and Development Services Technician  
Continued to March meeting.  
Speaking for staff was Grace Navarro.  
Speaking for the department was Elyse Lowe.  
Speaking for MEA was Nick Wright.



**LEAVES OF ABSENCE WITHOUT PAY - IN ORDER**

20. Gene P. Brantley, Police Detective, Police Department, for a one-year special leave without pay ending January 2, 2023, with his name to be placed on the eligible lists for Police Detective, Police Officer II, and Police Officer I.  
Hire Date: August 16, 2013  
Reason: COVID-19 vaccination mandate.  
Department Recommendation: Approval.
21. Dean R. DeSana II, Police Officer I, Police Department, for a one-year special leave without pay ending November 9, 2022, with his name to be placed on the eligible list for Police Officer I.  
Hire Date: January 7, 2021  
Reason: Childcare.  
Department Recommendation: Approval.
22. Alfonso F. Martinez Gonzales, Laborer, Storm Water Department, for a one-month special leave without pay ending February 3, 2022, with his job to be saved.  
Hire Date: May 2, 2020  
Reason: COVID-19 vaccination mandate.  
Department Recommendation: Approval.
23. Robert L. Moore Jr., Zoning Investigator II, Development Services Department, for a one-year special leave without pay ending December 12, 2022, with his name to be placed on the eligible list for Zoning Investigator II.  
Hire Date: February 8, 2001  
Reason: Family care.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED**

24. Devin G. Cullen, Greenskeeper Supervisor, Parks and Recreation Department, for a leave of absence from the Classified Service effective December 13, 2021, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.

25. Tracy L. Mangum, Supervising Management Analyst, Development Services Department, for a leave of absence from the Classified Service effective November 30, 2020, while temporally filling an unclassified position with position with her job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.
26. Roma Nichols, Finance Analyst IV, Department of Finance, for a leave of absence from the Classified Service effective July 5, 2021, while temporarily filling an unclassified position with her job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.
27. Carissa R. Rosemore, Associate Personnel Analyst, Personnel Department, for a leave of absence from the Classified Service effective November 27, 2021, while filling an unclassified position with her name to be placed on the appropriate eligible list.
28. Hong T. Thai, Information Systems Analyst IV, Police Department, for a leave of absence from the Classified Service effective November 23, 2021, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.
29. David S. Wong, Associate Management Analyst (Option Class: Records Management Analyst), Police Department, for a leave of absence from the Classified Service effective October 2, 2021, while filling an unclassified position with his name to be placed on the appropriate eligible list.

**LEAVES OF ABSENCE WITHOUT PAY - TOTAL**

Total Leave Requests	20	Family/Childcare/Maternity	05
Leave requests with job saved	06	Education/Training	00
Leave requests with name on list	08	Medical	00
Unclassified	06	Relocation	00
		Outside Employment	04
		Unclassified	06
		Other	05

**CLOSED SESSION**

At 12:10 p.m., the Commission met in Closed Session with the following agenda:

- I. Deliberation on disciplinary appeal pursuant to Government Code Section 54957:
  - a. Ghadeer Azez – Termination reduced to suspension.

**ADJOURNMENT**

At 1:04 p.m., the Commission convened into open session. There being no further business, the meeting was adjourned at 3:14 p.m.

Lori Thacker, President