

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

Thursday, February 6, 2020, at 1:00 p.m.
12th Floor Council Committee Room
202 C Street
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Lori Thacker at 1:06 p.m. Also present were Vice-President Maricela Amezola and Commissioner Dr. Don E. Conley. Commissioner Jacquelyn R. Atkinson was absent.

- B. The staff was represented by Personnel Director Douglas Edwards, Assistant Personnel Director Anne Lamén Aban, and Assistant to the Director Dina Marocco. Serving as legal advisor to the Commission was Deputy City Attorney Jennifer Berry.



City of San Diego
Civil Service Commission

MINUTES

Lori Thacker, President
Maricela Amezola, Vice-President
Jacquelyn R. Atkinson, Commissioner
Dr. Don E. Conley, Commissioner

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ITEMS FOR ACTION

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

Present were President Lori Thacker, Vice-President Maricela Amezola, and Commissioner Dr. Don E. Conley. Commissioner Jacquelyn R. Atkinson was absent.

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."

CONSENT AGENDA (Items 2 through 9 can be approved with one motion.)

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| 2. | Approval of the minutes for the special business meeting of December 19, 2019. | Approved items 2 through 9 with one motion. |
| 3. | Leaves of Absence Without Pay - In Order. Items 16 through 20. | |
| 4. | Approval of Exceptional Merit Increase for Scott G. Albanese, Information Systems Analyst II. | |
| 5. | Approval of Exceptional Merit Increase for Hadil J. Awakim, Information Systems Analyst II. | |
| 6. | Approval of Exceptional Merit Increase for Kyra A. Barboza, Assistant Chemist. | |
| 7. | Approval of Exceptional Merit Increase for Franklin M. Coopersmith, Supervising Department Human Resources Analyst. | |
| 8. | Approval of Exceptional Merit Increase for Olga M. Leggee, Principal Paralegal. | |
| 9. | Approval of Exceptional Merit Increase for Brent D. Peterson, Fire Dispatch Supervisor. | |

POLICY ITEMS - DISCUSSION

- | | | |
|-----|---|--|
| 10. | Request from the Personnel Director to merge the current Equipment Operator I (P10581) eligible list with the new Equipment Operator I (P11409) eligible list. | Approved.
Speaking for staff was Grace Navarro. |
| 11. | Staff recommendations on special salary adjustments and new classifications for the Fiscal Year 2021 Salary Ordinance.

<u>Recommended for Approval</u>
(1) Fire Dispatcher Series
(2) Plumber

<u>Not Recommended for Approval</u>
(3) Account Finance Clerk
(4) City Attorney Investigator Series
(5) Combination Inspector Series | Speaking for staff was Saba Berenji.

1. <u>Fire Dispatcher Series - Request for Special Salary Adjustment of 25%</u>
Approved 20% special salary adjustment for the Fire Dispatch Administrator, Fire Dispatch Supervisor, and Fire Dispatcher classifications. |

Not Recommended for Approval (continued)

- (6) Development Project Manager Series
- (7) Electrical Inspector Series
- (8) Management Analyst Series
- (9) Mechanical Inspector Series
- (10) Parking Specialist Series
- (11) Patch Crew Lead
- (12) Police Dispatcher Series
- (13) Structural Inspector Series
- (14) Technology Analyst Series

- 2. **Plumber - Request for Special Salary Adjustment of 30%**
Approved 15% special salary adjustment for the Plumber Supervisor and Plumber classifications.
- 3. **Account Finance Clerk - Request for New Classification**
Denied request for the creation of the Account Finance Clerk classification. Speaking for MEA was Kim Edmunds.
- 4. **City Attorney Investigator Series - Request for Special Salary Adjustment of 30%**
Denied request for special salary adjustment.
Speaking for MEA were Kelly Cruz and Kim Edmunds.
Speaking were Dan Andrews, Mara Elliott, Jim McNeill, and Tanya Tomlinson.
- 5. **Combination Inspector Series - Request for Special Salary Adjustment of 10-21.5% and New Classification**
Denied request for special salary adjustment.
Denied request for the creation of the Combination Inspector III classification.
Speaking for MEA was Nick Wright.
Speaking were Afsaneh Ahmadi, Elyse Lowe, and Daniel Scherer.
- 6. **Development Project Manager Series - Request for Special Salary Adjustment of 15% and New Classification**
Denied request for special salary adjustment.
Continued request for the creation of the Supervising Development Project Manager classification to March meeting.
Speaking for MEA was Katy Seals.
Speaking were Rimah Khouri-Velez, Andrew Kleis, Elyse Lowe, Angela Nazareno Clark, Christine Rothman, Michelle Sokolowski, and Kelley Stanco.

7. **Electrical Inspector Series - Request for Special Salary Adjustment of 10-21.5% and New Classification**
Denied request for special salary adjustment.
Denied request for the creation of the Electrical Inspector III classification.
Speaking for MEA was Kim Edmunds.
Speaking was Elyse Lowe.
8. **Management Analyst Series - Request for Special Salary Adjustment of 30%**
Denied request for special salary adjustment.
Speaking for MEA was Nick Wright.
9. **Mechanical Inspector Series - Request for Special Salary Adjustment of 10-21.5% and New Classification**
Denied request for special salary adjustment.
Denied request for the creation of the Mechanical Inspector III classification.
10. **Parking Specialist Series - Request for New Classification Series**
Denied request for the creation of the Parking Specialist II and Parking Specialist I classifications.
11. **Patch Crew Lead - Request for New Classification**
Denied request for the creation of the Patch Crew Lead classification.
12. **Police Dispatcher Series - Request for Special Salary Adjustment of 20%**
Approved 20% special salary adjustment for the Police Dispatch Administrator, Police Dispatch Supervisor, Police Lead Dispatcher, and Police Dispatcher classifications.
Speaking for MEA were Kelly Cruz, Kim Edmunds, and Nick Wright.
Speaking was Laurie Nachand.

12. Christopher D. Charfauros, appealing the rejection of his application for Laborer (T11178).
Denied.
Speaking for staff was Eva Sanchez.
Speaking was Christopher D. Charfauros.
13. Cameron J. Walton, appealing the rejection of his application for Fire Recruit (T11363).
Denied.
Speaking for staff was Eva Sanchez.
14. Charles L. Jett II, appealing his conviction record disqualification for the position of Laborer.
Approved.
Speaking for staff was Edgar Portilla.
Speaking was Charles L. Jett II.
13. **Structural Inspector Series - Request for Special Salary Adjustment of 10-21.5% and New Classification**
Denied request for special salary adjustment.
Denied request for the creation of the Structural Inspector III classification.
14. **Technology Analyst Series - Request for New Classification Series**
Denied request for the creation of the Technology Analyst IV, Technology Analyst III, Technology Analyst II, and Technology Analyst I classifications.

UNFINISHED BUSINESS

15. Enrique Rojas Jr., appealing his conviction record disqualification for the position of Sanitation Driver Trainee.
Approved.
Speaking for staff was Edgar Portilla.
Speaking was Enrique Rojas Jr.

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

16. Angel T. Dorn, Police Recruit, Police Department, for a one-year special leave without pay ending December 27, 2020, with her name to be placed on the eligible list for Police Recruit.
Hire Date: March 1, 2018
Reason: Medical.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

- 17. Erika K. Ferreira, District Manager, Parks and Recreation Department, for a leave of absence from the Classified Service effective December 10, 2019, while filling an unclassified position with her name to be placed on the appropriate eligible list.
- 18. Paul A. Kilburg, Senior Planner, Parks and Recreation Department, for a leave of absence from the Classified Service effective November 25, 2019, 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.
- 19. Bryan A. Olson, Senior Civil Engineer, Sustainability Department, for a leave of absence from the Classified Service effective December 16, 2019, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 20. Michael L. Tully, District Manager, Parks and Recreation Department, for a leave of absence from the Classified Service effective July 13, 2019, 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.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

Total Leave Requests	05	Family/Childcare/Maternity	00
Leave requests with job saved	00	Education/Training	00
Leave requests with name on list	01	Medical	01
Unclassified	04	Relocation	00
		Outside Employment	00
		Unclassified	04
		Other	00

CLOSED SESSION

At 12:45 p.m., the Commission met in Closed Session with the following agenda:

- I. Deliberation on disciplinary appeals pursuant to Government Code Section 54957:
 - a. Edgard Guerrero – Termination upheld.

ADJOURNMENT

At 1:06 p.m., the Commission convened into open session.

At 2:40 p.m., President Thacker called for a break.

At 2:49 p.m., the meeting continued.

At 4:46 p.m., President Thacker called for a break.

At 4:54 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 6:04 p.m.

Lori Thacker, President