



City of San Diego  
Civil Service Commission

**AGENDA**

Nicolaz Portillo, President  
Will Moore, Vice President  
Samuel Merrill, Commissioner  
Trang Pham, Commissioner  
Vacant, Commissioner

Thursday, May 1, 2025, at 1:00 p.m.  
Civil Service Commission Room  
Civic Center Plaza  
1200 Third Ave, Suite 300  
San Diego, California 92101

Virtual Participation: <https://sandiego.zoomgov.com/j/1602402238>

To join by telephone: Dial 1-669-254-5252. When prompted, input Webinar ID: 160 240 2238#

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## ITEMS FOR ACTION

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### INTRODUCTION

### ACTION TAKEN/PENDING

1. Roll Call.
2. Report Out of Closed Session.

### 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 3 to 11 can be approved with one motion.)

3. Approval of the minutes for the regular meeting of March 6, 2025.
4. Approval of Exceptional Merit Increase for Andres Molina, Administrative Aide I.
5. Request from the Personnel Director to merge the current Dispatcher I eligible list (T10956) with the new Dispatcher I eligible list (T11936).

6. Request from the Personnel Director to merge the current Dispatcher II eligible list (T10957) with the new Dispatcher II eligible list (T11937).
7. Request from the Personnel Director to merge the current Fire Dispatcher eligible list (T11599) with the new Fire Dispatcher eligible list (T11938).
8. Request from the Personnel Director to merge the current Fire Recruit eligible list (T11811) with the new Fire Recruit eligible list (T11918).
9. Tomas M. Barkle, Structural Inspector I, Development Services Department, for a seven-month special leave without pay ending November 11, 2025, with their job to be saved.  
Hire Date: February 6, 2017  
Reason: Need additional time to obtain ICC certification.  
Department Recommendation: Approve.
10. Emily M. Hernandez, Associate Department Human Resources Analyst, Public Utilities Department, for a one-year special leave without pay ending March 31, 2026, with their name to be placed on the eligible lists for Associate Department Human Resources Analyst and Associate Management Analyst.  
Hire Date: October 24, 2022  
Reason: Childcare.  
Department Recommendation: Approve.
11. Samuel O. Ramirez, Assistant Fleet Technician, General Services Department, for a one-year (first extension) special leave without pay ending May 4, 2026, with their name to be placed on the eligible lists for Assistant Fleet Technician, Motive Service Technician, Fleet Attendant, and Motive Service Trainee.  
Hire Date: January 23, 2021  
Reason: Failure to obtain Commercial Driver License.  
Department Recommendation: Approve.

**LEAVE OF ABSENCE WITHOUT PAY – DISCUSSION**

12. Isaiah G. Cross, Utility Worker II, Transportation Department, for a one-year (first extension) special leave without pay ending February 12, 2026, with their name to be placed on the eligible list for Utility Worker II.  
Hire Date: May 3, 2011  
Reason: Medical.  
Department Recommendation: Deny.
13. Lori M. Jones, Laboratory Technician, Public Utilities Department, for a one-year special leave without pay ending April 27, 2026, with their job to be saved.  
Hire Date: April 26, 2021  
Reason: Outside Employment.  
Department Recommendation: Modify to name on eligible list.
14. Angela M. Shelton, Recreation Center Director II, Parks and Recreation Department, for a one-year (third extension) special leave without pay ending March 21, 2026, with their name to be placed on the eligible lists for Recreation Center Director II, Recreation Center Director I, Assistant Recreation Center Director, Recreation Leader II, and Recreation Leader I.  
Hire Date: March 19, 2015  
Reason: Family care and maintain employment eligibility.  
Department Recommendation: Approve.

**POLICY ITEMS – DISCUSSION**

15. Staff recommendations on overtime eligibility for new classifications.

**INFORMATIONAL ITEMS**

16. Request from Vice President Moore for a report from the Personnel Director.
17. Request from Vice President Moore inviting City Administration to address the Civil Service Commission.



City of San Diego  
Civil Service Commission

**CLOSED SESSION AGENDA**

Nicolaz Portillo, President  
Will Moore, Vice President  
Samuel Merrill, Commissioner  
Trang Pham, Commissioner  
Vacant, Commissioner

Thursday, May 1, 2025, at 12:00 p.m.  
Civil Service Commission Room  
Civic Center Plaza  
1200 Third Ave, Suite 300  
San Diego, California 92101

Virtual Participation: <https://sandiego.zoomgov.com/j/1602402238>

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### CLOSED SESSION

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***NOTE: The Commission will convene at 12:00 p.m. to hear public comment of the Closed Session Agenda. Public testimony for the Closed Session Agenda will be taken before adjourning into closed session. At the close of public comment, the Commission will adjourn the public session and go into closed session. The regular meeting will begin at 1:00 p.m.***

**PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1):**

1. Alec Bareno, appealing their medical disqualification for the position of Lifeguard I.
2. Jamie M. Craig, appealing their medical disqualification for the position of Lifeguard I.
3. Richard J. Richmond Jr., appealing their medical disqualification for the position of Lifeguard I.

**PUBLIC EMPLOYMENT – Deliberation on disciplinary appeals pursuant to California Government Code section 54957(b)(1)**

4. Melanie Brown, appealing their termination from the position of Equipment Operator I.
5. Steve Choi, appealing their termination from the position of Fire Engineer.

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

Thursday, March 6, 2025, at 1:00 p.m.  
Civil Service Commission Room  
Civic Center Plaza  
1200 Third Ave, Suite 300  
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by Vice President Nicolaz Portillo at 1:01 p.m. Also present were Commissioner Samuel Merrill, Commissioner Will Moore, and Commissioner Trang Pham.
- B. The staff was represented by Personnel Director David Dalager, Assistant Personnel Director Anne Lamien Aban, and Assistant to the Director Saba O'Neal. Serving as legal advisor to the Commission was Senior Deputy City Attorney David Karlin.



City of San Diego  
Civil Service Commission

**MINUTES**

Vacant, President  
Nicolaz Portillo, Vice President  
Samuel Merrill, Commissioner  
Will Moore, Commissioner  
Trang Pham, Commissioner

Thursday, March 6, 2025, at 1:00 p.m.  
Civil Service Commission Room  
Civic Center Plaza  
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**ITEMS FOR ACTION**

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**INTRODUCTION**

1. Roll Call.
2. Election of Officers.

**ACTION TAKEN/PENDING**

Present were Vice President Portillo, Commissioner Merrill, Commissioner Moore, and Commissioner Pham.

Vice President Portillo thanked former President Sunday Gover for their service to the Commission. President Gover resigned effective March 5, 2025. Commissioner Moore made a motion to nominate Vice President Portillo as President of the Commission. Commissioner Pham seconded the motion.  
Approved 3-0. Vice President Portillo abstained.  
President Portillo made a motion to nominate Commissioner Moore as Vice President of the Commission.



Commissioner Merrill seconded the motion.  
Approved 4-0.

3. Report Out of Closed Session.

At 1:04 p.m., Saba O'Neal reported out the actions of closed session.

**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 4 through 7 can be approved with one motion.)

4. Approval of the minutes for the regular meeting of February 6, 2025.

President Portillo made a motion to approve the consent agenda.  
Vice President Moore seconded the motion.  
Approved 4-0.

5. Johnny A. Rodriguez, Information Systems Analyst III, Fire-Rescue Department, for a six-month special leave without pay ending August 9, 2025, with their job to be saved.  
Hire Date: September 24, 2016  
Reason: Medical.  
Department Recommendation: Approval.

6. Lorenzo Tovar, Combination Inspector II, Development Services Department, for a four-month special leave without pay ending July 31, 2025, with their job to be saved.  
Hire Date: May 6, 2017  
Reason: Family Care.  
Department Recommendation: Approval.

7. Oscar Vazquez, Painter, General Services Department, for a two-month special leave without pay ending April 28, 2025, with their job to be saved.  
Hire Date: January 6, 2020  
Reason: Loss of Driver License.  
Department Recommendation: Approval.

#### **POLICY ITEMS – DISCUSSION**

8. Staff recommendations on special salary adjustments and new classification for the Fiscal Year 2026 Salary Ordinance.

##### **Recommended for Approval**

- 1) Senior Fire Helicopter Pilot and Air Operations Chief

##### **Not Recommended for Approval**

- 2) Parking Meter Technician  
3) Pump Station Operator  
4) Senior Publishing Specialist, Publishing Specialist II, and Publishing Specialist I

Speaking for staff was Rachel McDonald-Hernandez.

##### **1) Senior Fire Helicopter Pilot and Air Operations Chief**

Withdrawn.

##### **2) Parking Meter Technician**

Commissioner Merrill made a motion to approve a special salary adjustment of 15% for the Parking Meter Technician classification.

President Portillo seconded the motion. Approved 4-0.

Speaking for Local 127 was Andres Alva-Cardenas.

##### **3) Pump Station Operator**

President Portillo made a motion to approve a special salary adjustment of 15% for the Pump Station Operator classification.

Commissioner Pham seconded the motion.

Approved 4-0.

Speaking for the Public Utilities Department was Margaret Piastowska - Llagas.

Speaking for Local 127 was Andres Alva-Cardenas.

##### **4) Senior Publishing Specialist, Publishing Specialist II, and Publishing Specialist I**

Commissioner Merrill made a motion to approve a special salary adjustment of 30% for the Senior Publishing Specialist, Publishing Specialist II, and Publishing Specialist I classifications.

Commissioner Pham seconded the motion.

Approved 4-0.

Speaking for the Communications Department was Alex Handy.

Speaking for Local 127 was Andres Alva-Cardenas.

### **INFORMATIONAL ITEMS**

9. Request from Commissioner Moore for a report from the Personnel Director.

Informational item only.  
Speaking for the Personnel Department was David Dalager.  
The Personnel Director provided an overview of the Reduction in Force process.

10. Request from Commissioner Moore inviting City Administration to address the Civil Service Commission.

Nothing to report.

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At 1:01 p.m., the meeting commenced.

There being no further business, the meeting was adjourned at 1:40 p.m.

Nicolaz Portillo, President



THE CITY OF SAN DIEGO

**M E M O R A N D U M**

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Exceptional Merit Increase for Andres Molina, Administrative Aide I

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The San Diego City Employees' Retirement System is requesting an Exceptional Merit Increase be granted in conjunction with a regular merit increase for Andres Molina, Administrative Aide I, from "A" step (\$26.72/hr.) to "D" step (\$30.76/hr.).

Staff has reviewed this request in accordance with Personnel Manual Index Code H-8 and recommends approval.

A handwritten signature in blue ink, reading "David Dalager".

David Dalager  
Personnel Director

DD:JC:em

Attachment: 1. Request for Exceptional Merit Increase

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CITY OF SAN DIEGO  
CIVIL SERVICE COMMISSION

## REQUEST FOR EXCEPTIONAL MERIT INCREASE

INSTRUCTIONS: PROVIDE ALL INFORMATION REQUESTED BELOW AND FORWARD ORIGINAL TO THE PERSONNEL DEPARTMENT. SUBMITTING DEPARTMENTS SHOULD KEEP A COPY OF THIS FORM FOR THEIR RECORDS.

EMPLOYEE NAME: Andres Molina	EMPLOYEE PERNR: <span style="background-color: black; color: black;">[REDACTED]</span>	JOB: Administrative Aide I 1105
DEPARTMENT NAME: SDCERS	LAST PERFORMANCE EVALUATION: 117/25 11140/2024	PREVIOUS EXCEPTIONAL MERIT INCREASES GRANTED TO EMPLOYEE IN HIS/HER PRESENT JOB: FROM N/A STEP TO _____ STEP
PERSONNEL AREA NO: 3230	DATE: 117/25 11140/2024	DATE(S):
TOTAL CITY SERVICE: YEARS: 18 2 MONTHS: 5	OVERALL EVALUATION: Meets Standards	
RECOMMENDED STANDARD RATE NUMBER AND STEP: 1105 D - \$30.76	PRESENT STANDARD RATE NUMBER AND STEP: 1105 A - \$26.72	DATE REGULAR MERIT INCREASE IS DUE: ✓ 5/10/2025
	EFFECTIVE DATE OF RECOMMENDED INCREASE: 4/1/2025 5/10/25	IS EXCEPTIONAL MERIT INCREASE TO BE GRANTED IN CONJUNCTION WITH REGULAR MERIT INCREASE? <input checked="" type="radio"/> YES <input type="radio"/> NO

EXPLAIN THE REASONS FOR THE EXCEPTIONAL MERIT INCREASE THOROUGHLY AND COMPLETELY IN THE SPACE PROVIDED BELOW. AS A MINIMUM, (1) DESCRIBE THE SPECIFIC EXCEPTIONAL ACCOMPLISHMENTS OF THE EMPLOYEE, (2) DESCRIBE IN WHAT WAY THE EMPLOYEE HAS BEEN OUTSTANDING IN RELATION TO OTHERS IN THE SAME JOB AND, AS APPROPRIATE, (3) LIST ANY WORK-SIMPLIFICATION OR SAFETY IDEAS PROPOSED BY THE EMPLOYEE WITH AN ESTIMATE OF THE AMOUNT SAVED.

It is with great enthusiasm that I recommend an exceptional merit increase for Andres Molina. Andres consistently goes above and beyond in their role, embodying the qualities of a leader who truly cares about the team and the success of the department.

One of the standout attributes of Andres is his commitment to fostering a positive and supportive work environment. He consistently ensures that the call center reps feel valued, encouraged, and motivated. Through his leadership, he creates an atmosphere that is not only productive but also friendly and collaborative, which directly impacts the morale and performance of the team.

In addition to his interpersonal skills, Andres is always willing to step in and assist others when needed. Whether helping the Department Director, co-workers, or peers, he is a dependable resource and team player who consistently contributes to the overall success of the department. His willingness to lend a hand goes beyond the call of duty and sets a remarkable example for others to follow.

Andres has also demonstrated a strong commitment to self-improvement by taking advantage of the professional development opportunities provided by the City. His dedication to continuing education ensures he is equipped with the latest skills and knowledge to improve both his personal performance and the performance of the team he supervises.

Furthermore, Andres has played a key role in supporting the counselors when appointments become backed up. His proactive approach and ability to step in during busy times ensure that operations run smoothly and that customer satisfaction remains high, even during peak periods.

For all these reasons and more, I firmly believe that Andres is deserving of an exceptional merit increase. His leadership, commitment to self-improvement, and willingness to help others have made a significant and positive impact on the call center and the department as a whole. This merit increase would not only recognize his past contributions but also incentivize him to continue his exceptional work in the future.

☒ Please check this box to indicate that as an appointing authority you have considered the financial impact of this request.

APPOINTING AUTHORITY SIGNATURE <i>Colin Brazil</i>	TITLE SDCERS HR Director	DATE 3/19/2025
DEPARTMENT DIRECTOR SIGNATURE <i>[Signature]</i>	TITLE Chief Executive Officer	DATE 3/19/2025
MAYORAL APPROVAL (MAYORAL DEPARTMENTS ONLY)	TITLE	DATE

DATE APPROVED BY CIVIL SERVICE COMMISSION



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Merger of Dispatcher I (T10956 and T11936) Eligible Lists

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Civil Service Rule IV, Section 1(2) requires the approval of the Civil Service Commission prior to the merger of any eligible lists. In accordance with this rule, staff is requesting that the current Dispatcher I (T10956) eligible list be merged with the new Dispatcher I (T11936) eligible list scheduled to open on June 6, 2025.

The recruitment for Dispatcher I (T11936) is reopening to accommodate an update to our dispatcher testing software.

By merging the lists, the new eligible list will be available for certification and candidates on the current eligible list will continue to maintain their eligibility until that list expires. All current eligibles may extend their eligibility period by applying during the new Dispatcher I (T11936) recruitment.

If this request is approved, the Personnel Department will notify all eligibles on the current list of the merger, as required by Civil Service Rule IV, Section 1(2).

A handwritten signature in blue ink, reading "David Dalager".

David Dalager  
Personnel Director

DD:CA:es

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THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Merger of Dispatcher II (T10957 and T11937) Eligible Lists

---

Civil Service Rule IV, Section 1(2) requires the approval of the Civil Service Commission prior to the merger of any eligible lists. In accordance with this rule, staff is requesting that the current Dispatcher II (T10957) eligible list be merged with the new Dispatcher II (T11937) eligible list scheduled to open on June 6, 2025.

The recruitment for Dispatcher II (T11937) is reopening to accommodate an update to our dispatcher testing software.

By merging the lists, the new eligible list will be available for certification and candidates on the current eligible list will continue to maintain their eligibility until that list expires. All current eligibles may extend their eligibility period by applying during the new Dispatcher II (T11937) recruitment.

If this request is approved, the Personnel Department will notify all eligibles on the current list of the merger, as required by Civil Service Rule IV, Section 1(2).

  
David Dalager  
Personnel Director

DD:CA:es

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THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Merger of Fire Dispatcher (T11599 and T11938) Eligible Lists

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Civil Service Rule IV, Section 1(2) requires the approval of the Civil Service Commission prior to the merger of any eligible lists. In accordance with this rule, staff is requesting that the current Fire Dispatcher (T11599) eligible list be merged with the new Fire Dispatcher (T11938) eligible list scheduled to open on June 6, 2025.

The recruitment for Fire Dispatcher (T11938) is reopening to accommodate an update to our dispatcher testing software.

By merging the lists, the new eligible list will be available for certification and candidates on the current eligible list will continue to maintain their eligibility until that list expires. All current eligibles may extend their eligibility period by applying during the new Fire Dispatcher (T11938) recruitment.

If this request is approved, the Personnel Department will notify all eligibles on the current list of the merger, as required by Civil Service Rule IV, Section 1(2).

A handwritten signature in blue ink, reading "David Dalager".

David Dalager  
Personnel Director

DD:CA:es

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THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Merger of Fire Recruit (T11811 and T11918) Eligible Lists

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Civil Service Rule IV, Section 1(2) requires the approval of the Civil Service Commission prior to the merger of any eligible lists. In accordance with this rule, staff is requesting that the current Fire Recruit (T11811) eligible list be merged with the new Fire Recruit (T11918) eligible list which opened for recruitment on January 3, 2025.

The eligible list for Fire Recruit (T11811) has been exhausted and the new Fire Recruit (T11918) eligible list will be promulgated early to meet department operational needs.

By merging the lists, the new eligible list will be available for certification and candidates on the current eligible list will continue to maintain their eligibility until that list expires.

If this request is approved, the Personnel Department will notify all eligibles on the current list of the merger, as required by Civil Service Rule IV, Section 1(2).

A handwritten signature in blue ink, reading "David Dalager".

David Dalager  
Personnel Director

DD:DK:es



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Request for Special Leave Without Pay (first extension) for Isaiah G. Cross, Utility Worker II

---

Isaiah G. Cross, Utility Worker II, is requesting a one-year (first extension) special leave without pay ending February 12, 2026, with their name to be placed on the eligible list for Utility Worker II.

Isaiah G. Cross is requesting this extension for medical reasons. The Transportation Department is recommending denial of this request because he is unable to perform the duties of a Utility Worker II.

Isaiah G. Cross has been employed with the City since May 3, 2011, and has been on special leave without pay continuously since February 13, 2024. Their most recent performance evaluation was "Meets Standards."

In a letter dated March 11, 2024, Isaiah G. Cross was advised that "The Commission stated that any future request for leave extension with job saved or name on appropriate eligible list will be evaluated very closely on a case-by-case basis."

A handwritten signature in blue ink, appearing to read "David Dalager".

David Dalager  
Personnel Director

DD:GE:em

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THE CITY OF SAN DIEGO

**M E M O R A N D U M**

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Request for Special Leave Without Pay for Lori M. Jones, Laboratory Technician

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Lori M. Jones, Laboratory Technician, is requesting a one-year special leave without pay ending April 27, 2026, with their job to be saved.

Lori M. Jones is requesting this leave for outside employment. They would like the opportunity to return to their current position in case the new position does not work out. The Public Utilities Department is recommending modification of this request to name on the eligible list, stating that Laboratory Technicians fulfill critical regulatory functions, and they cannot justify keeping a position vacant.

This request is being brought to the Commission's attention since the reason for leave is outside employment.

Lori M. Jones has been employed with the City since April 26, 2021. Their most recent performance evaluation was "Meets Standards."

A handwritten signature in blue ink, appearing to read "David Dalager".

David Dalager  
Personnel Director

DD:MZ:em



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Request for Special Leave Without Pay (third extension) for Angela M. Shelton, Recreation Center Director II

Angela M. Shelton, Recreation Center Director II, is requesting a one-year (third extension) special leave without pay ending March 21, 2026, with their name to be placed on the eligible lists for Recreation Center Director II, Recreation Center Director I, Assistant Recreation Center Director, Recreation Leader II, and Recreation Leader I.

Angela M. Shelton is requesting this extension to maintain their employment eligibility while caring for their father who has medical issues. The Parks and Recreation Department is recommending approval of this request.

This request is brought to the attention of the Commission because this extension request, if approved, would continue Angela M. Shelton's eligibility beyond the two-year limit that the Commission has used as a general guideline for the maximum length of special leaves.

Angela M. Shelton has been employed with the City since March 19, 2015, and has been on special leave without pay continuously since March 22, 2022. Their leave history is summarized below.

Leave Dates

03-22-22 to 03-21-23  
03-22-23 to 03-21-24  
03-22-24 to 03-21-25

Special Leave Without Pay

Original request – Name on Eligible List  
1<sup>st</sup> Extension – Name on Eligible List  
2<sup>nd</sup> Extension – Name on Eligible List

Angela M. Shelton's last performance evaluation was "Meets Standards."

In a letter dated May 14, 2024, Angela M. Shelton was advised that "The Commission stated that any future request for leave extension with job saved or name on appropriate eligible list will be evaluated very closely on a case-by-case basis."

  
David Dalager  
Personnel Director

DD:DD:em





THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Staff Recommendations on Overtime Eligibility for New Classifications

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At the October, November, and December 2024 and February and March 2025 Civil Service Commission meetings, the Commission reviewed staff's recommendations on special salary adjustments, new classifications, and title changes for Fiscal Year 2026. The annual Salary Ordinance provides that the Civil Service Commission designate classifications in the Classified Service that are entitled to receive overtime compensation, with such determination approved by Council Resolution prior to being designated in the Personnel Manual. Staff recommends overtime eligibility for a new classification based on the classification's duties and responsibilities and a comparative analysis of like-kind placement. Indicated below are the new classifications approved by the Commission along with staff's recommendations for overtime eligibility.

Group A – Premium Rate Overtime

Senior Pump Station Operations Supervisor  
Pump Station Operations Superintendent

A handwritten signature in blue ink, reading "David Dalager".

David Dalager  
Personnel Director

DD:RMH:es:em

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THE CITY OF SAN DIEGO

**M E M O R A N D U M**

DATE: April 25, 2025  
TO: Civil Service Commission  
FROM: David Dalager, Personnel Director  
SUBJECT: Request from Vice President Moore for a Report from the Personnel Director

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This is an information item only. Staff will report on current and future plans for improvement of personnel processes.

A handwritten signature in blue ink, appearing to read "David Dalager".

David Dalager  
Personnel Director

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THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: April 25, 2025

TO: Civil Service Commission

FROM: David Dalager, Personnel Director

SUBJECT: Request from Vice President Moore Inviting City Administration to Address the Civil Service Commission

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This is an information item only. Deputy Chief Operating Officer Alia Khouri, or their designee, will report on the priority needs of the served departments.

A handwritten signature in blue ink, appearing to read "David Dalager".

David Dalager  
Personnel Director

DD:SO:es

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