

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

Friday, February 8, 2019, at 1:00 p.m.
City Administration Building
Council Chambers - 12th Floor
202 C Street
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Mattheus E. Stephens at 1:03 p.m. Also present were Vice-President Maricela Amezola, Commissioner Dr. Don E. Conley, and Commissioner Lori Thacker. 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 Saba Berenji. Serving as legal advisor to the Commission was Deputy City Attorney Jennifer Berry.



City of San Diego
Civil Service Commission

MINUTES

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

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

2. Election of Officers.

Elected as President was Commissioner Lori Thacker.
Re-elected as Vice-President was Commissioner Maricela Amezola.

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.)

Dwayne Harvey spoke during Non-Agenda Public Comment.

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 through 5 can be approved with one motion.)

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| 3. | Approval of the minutes for the regular business meeting of December 19, 2018. | Approved. |
| 4. | Leaves of Absence Without Pay - In Order. Items 25 through 29. | Approved. |
| 5. | Minutes of the San Diego City Civil Service Commission Joint Apprenticeship Committee meeting of September 26, 2018. | Approved. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 6. | Zachary T. Carney, Fire Fighter II, Fire-Rescue Department, for a five-month special leave without pay ending July 8, 2019, with his name to be placed on the eligible lists for Fire Fighter II and Fire Fighter I.
Hire Date: November 14, 2015
Reason: Outside employment.
Department Recommendation: Approval. | Withdrawn. |
| 7. | Brian R. Graddon, Fire Captain, Fire-Rescue Department, for a six-month (first extension) special leave without pay ending July 31, 2019, with his job to be saved.
Hire Date: February 26, 2005
Reason: Family care.
Department Recommendation: Approval. | Approved.
Speaking for staff was Eva Sanchez. |
| 8. | Afshin Maleki, Information Systems Analyst III, Public Utilities Department, for a six-month (third extension) special leave without pay ending August 1, 2019, with his name to be placed on the eligible lists for Information Systems Analyst III and Information Systems Analyst II.
Hire Date: November 30, 1998
Reason: Family care.
Department Recommendation: Approval. | Approved.
Speaking for staff was Eva Sanchez. |

9. Gregory W. Mason II, Library Assistant III, Library Department, for a seven-month (first extension) special leave without pay ending July 31, 2019, with his name to be placed on the eligible list for Library Assistant III.
Hire Date: February 21, 2012
Reason: Family care.
Department Recommendation: Approval.

Approved.
Speaking for staff was Eva Sanchez.
Speaking for the department was Robert Cronk.

POLICY ITEMS - DISCUSSION

10. Request for a Quorum to Hear the Suspension and Termination Appeal of Jerry Czajkowski.

Denied.
Speaking for staff was Douglas Edwards.
Speaking was Jerry Czajkowski.

11. Approval of Exceptional Merit Increase for Alexander C. Berendt, Senior Budget Development Analyst.

Approved Items 11 through 15 with one motion.

12. Approval of Exceptional Merit Increase for Linda R. Graham, Paralegal.

13. Approval of Exceptional Merit Increase for Jeanette C. Kirby, Laboratory Technician.

14. Approval of Exceptional Merit Increase for Jessica T. Maloney, Paralegal (Option Class: Retirement Paralegal).

15. Approval of Exceptional Merit Increase for Raeann R. Rodriguez, Safety and Training Manager.

16. Request from the Police Department to exempt a Program Coordinator position from the Classified Service.

Approved.
Speaking for staff was David Dalager.

17. Staff recommendations on special salary adjustments, new classifications, and title changes for the Fiscal Year 2020 Salary Ordinance.

Speaking for staff was David Dalager.

Recommended for Approval

- (1) Combination Inspector Series
- (2) Hazardous Materials Inspector Series
- (3) Interview and Interrogation Specialist Series
- (4) Land Surveyor Series
- (5) Librarian Series
- (6) Pool Guard Series

1. **Combination Inspector Series – Request for Special Salary Adjustment of 20%**

Approved 10% special salary adjustment for the Senior Combination Inspector, Combination Inspector II, and Combination Inspector I classifications.

- (7) Reservoir Keeper
(continued from December 19, 2018)
- (8) Swimming Pool Manager Series

Alternative Recommendation

- (9) Asbestos and Lead Inspector Series

Not Recommended for Approval

- (10) Code Compliance Officer Series
(continued from December 19, 2018)
- (11) Paralegal Series
(continued from December 19, 2018)
- (12) Recreation Center Director Series
- (13) Water Distribution Operator
- (14) Water Systems Technician Series
(continued from December 19, 2018)

2. Hazardous Materials Inspector Series – Request for Special Salary Adjustment of 9-17%

Approved 15% special salary adjustment for the Hazardous Materials Program Manager, Supervising Hazardous Materials Inspector, Hazardous Materials Inspector III, Hazardous Materials Inspector II, and Hazardous Materials Inspector I classifications.

3. Interview and Interrogation Specialist Series – Request for Special Salary Adjustment of 20% and Title Change

Approved 15% special salary adjustment for the Interview and Interrogation Specialist III, Interview and Interrogation Specialist II, and Interview and Interrogation Specialist I classifications.

Approved title change from Interview and Interrogation Specialist III to Polygrapher III, Interview and Interrogation Specialist II to Polygrapher II, and Interview and Interrogation Specialist I to Polygrapher I.

4. Land Surveyor Series – Request for Special Salary Adjustment of 35%

Approved 10% special salary adjustment for the Senior Land Surveyor, Land Surveying Associate, Land Surveying Assistant, Principal Survey Aide, and Senior Survey Aide classifications.

5. Librarian Series – Request for Special Salary Adjustment

Approved 10% special salary adjustment for the Supervising Librarian, Librarian IV, Librarian III, Librarian II, and Librarian I classifications.

6. Pool Guard Series – Request for Special Salary Adjustment of 25%

Approved 10% special salary adjustment for the Pool Guard II and Pool Guard I classifications.

7. **Reservoir Keeper – Request for Special Salary Adjustment of 30%**
Approved 5% special salary adjustment for the Reservoir Keeper and Assistant Reservoir Keeper classifications.
Speaking for Local 127 was Anthony Schroth.
Speaking was Aaron Baker.
8. **Swimming Pool Manager Series – Request for Special Salary Adjustment of 25%**
Approved 10% special salary adjustment for the Swimming Pool Manager III, Swimming Pool Manager II, and Swimming Pool Manager I classifications.
9. **Asbestos and Lead Inspector Series – Request for Special Salary Adjustment of 9-27%, Title Change, and New Classification**
Denied request for special salary adjustment.
Approved title change from Asbestos Program Manager to Environmental Health Manager, and Asbestos and Lead Program Inspector to Environmental Health Inspector II.
Approved the creation of the Environmental Health Coordinator and Environmental Health Inspector I classifications.
10. **Code Compliance Officer Series – Request for Special Salary Adjustment of 30%**
Denied request for special salary adjustment.
Speaking for MEA was Katy Seals.
Speaking was Derek Marsden.
11. **Paralegal Series – Request for Special Salary Adjustment of 20%**
Approved 10% special salary

adjustment for the Principal Paralegal, Senior Paralegal, and Paralegal classifications. Speaking for MEA was Cathleen Higgins. Speaking was Mara Elliott and Tanya Tomlinson.

12. **Recreation Center Director Series – Request for Special Salary Adjustment of 15%**

Denied request for special salary adjustment.

13. **Water Distribution Operator – Request for Special Salary Adjustment of 28%**

Denied request for special salary adjustment.

Speaking for Local 127 were Anthony Schroth and Rodney Fowler.

14. **Water Systems Technician Series – Request for Special Salary Adjustment of 31%**

Denied request for special salary adjustment.

Speaking for Local 127 were Anthony Schroth and Rodney Fowler.

Speaking was Carl Stanley.

18. Edward A. Apodaca, appealing his conviction record disqualification for the position of Fire Recruit.

Denied. Applicant may reapply for City employment after one year. Speaking for staff was Edgar Portilla. Speaking was Edward A. Apodaca.

19. Arturo Ibarra, appealing his conviction record disqualification for the position of Laborer.

Denied. Speaking for staff was Edgar Portilla. Speaking was Arturo Ibarra.

20. Lisanne L. Lindmark, appealing her medical disqualification for the position of Recreation Leader I.

Denied. Speaking for staff was Edgar Portilla.

UNFINISHED BUSINESS

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| 21. | Staff recommendations on special salary adjustments – Code Compliance Officer Series (see number 10, under Item 17). | Speaking for staff was David Dalager.
See number 10, under Item 17. |
| 22. | Staff recommendations on special salary adjustments – Paralegal Series (see number 11, under Item 17). | Speaking for staff was David Dalager.
See number 11, under Item 17. |
| 23. | Staff recommendations on special salary adjustments – Reservoir Keeper (see number 7, under Item 17). | Speaking for staff was David Dalager.
See number 7, under Item 17. |
| 24. | Staff recommendations on special salary adjustments – Water Systems Technician Series (see number 14, under Item 17). | Speaking for staff was David Dalager.
See number 14, under Item 17. |

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

25. Martin A. Esparza, Code Compliance Officer, Environmental Services Department, for a one-year special leave without pay ending December 2, 2019, with his name to be placed on the eligible lists for Code Compliance Officer, Utility Worker II, and Laborer.
Hire Date: March 7, 2016
Reason: Education.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED

26. Eric A. Henson, Zoning Investigator I, Development Services Department, for a leave of absence from the Classified Service effective December 31, 2018, while filling an unclassified position with his name to be placed on the appropriate eligible list.
27. Lorena Hernandez, Account Clerk, Real Estate Assets, for a leave of absence from the Classified Service effective December 17, 2018, while filling an unclassified position with her name to be placed on the appropriate eligible list.

- 28. Daichi D. Pantaleon, Community Development Specialist IV, Economic Development Department, for a leave of absence from the Classified Service effective January 14, 2019, while filling an unclassified position with her name to be placed on the appropriate eligible list.

- 29. Ashley L. Rosia, Senior Planner, Office of Sustainability, for a leave of absence from the Classified Service effective November 9, 2018, while filling an unclassified position with her name to be placed on the appropriate eligible list.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

Total Leave Requests	09	Family/Childcare/Maternity	03
Leave requests with job saved	01	Education/Training	01
Leave requests with name on list	04	Medical	00
Unclassified	04	Relocation	00
		Outside Employment	01
		Unclassified	04
		Other	00

CLOSED SESSION

At 12:15 p.m., the Commission met in Closed Session with the following agenda:

- I. Pursuant to Government Code Section 54957, the Commission will deliberate on the following disciplinary appeal:
 - a. Richard Cesena – Continued.

ADJOURNMENT

At 1:03 p.m., the Commission convened into open session.

At 2:42 p.m., President Stephens called for a break.

At 2:56 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 4:15 p.m.

Mattheus E. Stephens, President