

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

MINUTES

Thursday, March 5, 2015, at 1:00 p.m.
Civil Service Commission Room, Civic Center Plaza
1200 Third Avenue, Suite 300
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Mattheus E. Stephens at 1:08 p.m. Also present were Vice-President Joseph R. Kloberdanz, and Commissioners Edward S. Fletcher and Kathryn F. Ashworth. Commissioner Maricela Amezola was absent.

- B. The staff was represented by Personnel Director Hadi Dehghani and Assistant to the Director Saba Berenji. Serving as legal advisor to the Commission was Senior Deputy City Attorney Stuart H. Swett.

San Diego Civil Service Commission

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ITEMS FOR ACTION

NOTE: The Commission will immediately go into closed session at 12:00 p.m. 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 Joseph R. Kloberdanz, and Commissioners Kathryn F. Ashworth and Edward S. Fletcher. Commissioner Maricela Amezola 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.)

President Stephens acknowledged Shohreh Metanat as the Personnel Department's Employee of the Quarter.

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 and 3 can be approved with one motion.)

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| 2. | Approval of the minutes for the regular business meeting of February 5, 2015. | Approved. |
| 3. | Leave of Absence Without Pay - In Order. Items 12 through 17. | Approved. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 4. | Wendy V. Castillo, Clerical Assistant II, for a one-year special leave without pay ending January 2, 2016, with her job to be saved.
Hire Date: August 7, 2007
Reason: Personal.
Department Recommendation: Modification to name on eligible list. | Approved with modification to name on eligible list.
Speaking for staff was Anne Lamén Aban. |
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5. Lauren A. Griffin, Court Support Clerk I, for a one-year (second extension) special leave without pay ending February 18, 2016, with her name to be placed on the eligible lists for Court Support Clerk I, Word Processing Operator, and Clerical Assistant II.
Hire Date: February 28, 2001
Reason: Maintain employment eligibility.
Department Recommendation: Approval.

Approved.
Speaking for staff was Anne Lamén Aban.

6. Idolina Rincon, Customer Service Representative, for a two-month special leave without pay ending May 11, 2015, with her job to be saved.
Hire Date: September 11, 2006
Reason: Personal.
Department Recommendation: Denial.

Approved with modification to one-month special leave without pay.
Speaking for staff was Anne Lamén Aban.
Speaking was Idolina Rincon.
Speaking for the department was Michael Vogl.

POLICY ITEMS - DISCUSSION

7. Request from the Transportation & Storm Water Department to Exempt a Program Manager Position from the Classified Service.

Approved.
Speaking for staff was Darren Keenaghan.

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| 8. | Approval of Exceptional Merit Increase for Denise Thompson, Senior Customer Services Representative. | Approved.
Speaking for staff was Anne Lamén Aban. |
| 9. | Appointment of Joint Apprenticeship Secretary. | Approved.
Speaking for staff was Chris Alvarado. |
| 10. | Janine Cerda appealing the denial of her request for a termination appeal hearing. | Approved.
Speaking for staff was Hadi Dehghani. |
| 11. | Discussion and Possible Action Regarding Personnel Director Compensation. | Increase granted.
(Commissioner Fletcher dissenting). |

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

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| 12. | Harry D. Coleman, Fire Engineer, Fire-Rescue Department, for a one-year special leave without pay ending February 13, 2016, with his name to be placed on the eligible lists for Fire Engineer and Fire Fighter II.
Hire Date: January 29, 2001
Reason: Medical.
Department Recommendation: Approval. |
| 13. | Nancy Flores, Test Monitor II, Personnel Department, for a one-year special leave without pay ending February 1, 2016, with her job to be saved.
Hire Date: October 22, 1998
Reason: Child care.
Department Recommendation: Approval. |

14. Brian M. Golden, Combination Inspector I, Development Services Department, for a six-month special leave without pay ending September 6, 2015, with his name to be placed on the eligible list for Combination Inspector I.
Hire Date: February 2, 2013
Reason: Education.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

15. Edric A. Doringo, Senior Civil Engineer, Development Services Department, for a leave of absence from the Classified Service effective February 11, 2015, with his job to be saved while temporarily filling an unclassified position. Upon selection for permanent appointment this leave will be modified from job saved to name on eligible list.
16. Christiana M. Gauger, Supervising Management Analyst, Department of Information Technology, for a leave of absence from the Classified Service effective December 15, 2014, while filling an unclassified position with her name to be placed on the appropriate eligible list.
17. Sarah K. Johnston, Executive Secretary, Police Department, for a leave of absence from the Classified Service effective January 24, 2015, 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	Family/Childcare/Maternity	01
09	Education/Training	01
Leave requests with job saved	Medical	01
03	Relocation	00
Leave requests with name on list	Outside Employment	01
03	Unclassified	03
Unclassified	Other	02
03		

CLOSED SESSION

At 12:30 p.m., the Commission met in Closed Session with the following agenda:

- I. Conference with Labor Negotiators pursuant to California Government Code section 54957.6:

City Designated Management Team Representatives:

Timothy Davis, Burke, Williams, & Sorensen LLP, Labor Negotiation Consultant
 Scott Chadwick, Chief Operating Officer
 Mary Lewis, Chief Financial Officer
 Stacey LoMedico, Assistant Chief Operating Officer
 David Graham, Deputy Chief Operating Officer
 Ron Villa, Deputy Chief Operating Officer
 Jaymie Bradford, Deputy Chief of Staff, Office of the Mayor
 Mike Hansen, Director of Land Use and Environmental Policy, Office of the Mayor
 Almis Udry, Performance & Analytics Department Director
 Barbara Lamb, Program Manager

Judy von Kalinowski, Human Resources Director
Joy Freeman, Human Resources Deputy Director
Karen DeCrescenzo, Senior Human Resources Officer
Abby Jarl, Labor Relations Manager
Darrin Schwabe, Human Resources Officer
Anthony Austin, Human Resources Officer
Victoria Davidson, Human Resources Officer
Greg Bych, Risk Management Director
Estella Montoya, Risk Management Deputy Director
Nancy Stadille, Employee Benefits Manager, Risk Management
Elena Perez, Deputy Director, Office of the City Comptroller
Javier Mainar, Fire Chief, Fire-Rescue Department
Kenneth Barnes, Assistant Fire Chief, Fire-Rescue Department
Brian Fennessy, Assistant Fire Chief, Fire-Rescue Department
Rick Wurts, Lifeguard Chief, Fire-Rescue Department
Shelley Zimmerman, Police Chief, Police Department
Sarah Creighton, Assistant Police Chief
Tanya Tomlinson, Deputy Director, City Attorney's Office, solely for negotiations with the Deputy City Attorneys Association

Designated as representatives within the meaning of California Government Code section 54957.6(a):

Andrea Tevlin, Independent Budget Analyst
Jeff Kavar, Deputy Director, Office of the Independent Budget Analyst
Lisa Byrne, Fiscal and Policy Analyst, Office of the Independent Budget Analyst
Chris Olsen, Fiscal and Policy Analyst, Office of the Independent Budget Analyst

Designated as representatives within the meaning of California Government Code section 54957.6(a):

Paul Cooper, Executive Assistant City Attorney, City Attorney's Office
Mary Nuesca, Assistant City Attorney, City Attorney's Office
John Hemmerling, Chief Deputy City Attorney, City Attorney's Office
Joan Dawson, Deputy City Attorney, City Attorney's Office
Roxanne Story Parks, Deputy City Attorney, City Attorney's Office
William Gersten, Deputy City Attorney, City Attorney's Office
Greg Halsey, Deputy City Attorney, City Attorney's Office

Employee organizations:

American Federation of State, County and Municipal Employees (Local 127)
Deputy City Attorneys Association of San Diego (DCAA)

International Association of Fire Fighters Local 145
Municipal Employees Association (MEA)
San Diego Police Officers Association (POA)
California Teamsters Local 911

DCA Assigned: Not assigned

The purpose of this closed session matter is to review the City of San Diego's position related to Civil Service Rule X and application of California Assembly Bill 1522 to hourly, represented employees, who have no paid annual leave, and instruct the City's labor negotiators.

ADJOURNMENT

At 1:08 p.m., the Commission convened into open session. There being no further business, the meeting was adjourned at 1:59 p.m.

Mattheus E. Stephens, President