

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

Thursday, March 5, 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 1:04 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**

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**INTRODUCTION**

1. Roll Call.

**ACTION TAKEN/PENDING**

Present were President Lori Thacker, Vice-President Maricela Amezola, and 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 6 can be approved with one motion.)**

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|----|--|---|
| 2. | Approval of the minutes for the regular business meeting of February 6, 2020.              | Approved items 2 through 6 with one motion. |
| 3. | Leaves of Absence Without Pay - In Order. Items 18 through 20.                             |   |
| 4. | Approval of Exceptional Merit Increase for Matthew M. Ferry, Assistant Chemist.            |   |
| 5. | Approval of Exceptional Merit Increase for Janet R. Long, Legal Secretary II.              |   |
| 6. | Approval of Exceptional Merit Increase for Chelsea N. Tripp, Associate Management Analyst. |   |

**LEAVES OF ABSENCE WITHOUT PAY - DISCUSSION**

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|----|--|--|
| 7. | Richard J. Cesena, Sanitation Driver I, Environmental Services Department, for a five-month (second extension) special leave without pay ending July 1, 2020, with his name to be placed on the eligible list for Sanitation Driver I.<br>Hire Date: January 7, 2012<br>Reason: Need additional time to obtain Class A Driver License and Medical Certification.<br>Department Recommendation: Denial. | Denied.<br>Speaking for staff was Eva Sanchez.   |
| 8. | Andrea A. Gilchrist, Police Officer II, Police Department, for a one-year special leave without pay ending February 16, 2021, with her name to be placed on the eligible list for Police Officer II.<br>Hire Date: October 24, 2014<br>Reason: Relocation with spouse.<br>Department Recommendation: Modification to name on eligible list.  | Approved with modification to name on eligible list.<br>Speaking for staff was Eva Sanchez.  |
| 9. | Richard A. James, Heavy Truck Driver II, Transportation and Storm Water Department, for a one-year special leave without pay ending February 21, 2021, with his job to be saved.<br>Hire Date: November 6, 2017<br>Reason: Family care.<br>Department Recommendation: Modification to name on eligible list.   | Approved with modification to two months of special leave without pay ending April 21, 2020.<br>Speaking for staff was Eva Sanchez.<br>Speaking for Local 127 was Rodney Fowler.<br>Speaking for the department was Kristy Reeser. |

10. Michael V. Sandoval, Sanitation Driver II, Environmental Services Department, for a one-year special leave without pay ending February 17, 2021, with his name to be placed on the eligible list for Sanitation Driver II. Hire Date: November 23, 2015 Reason: Education. Department Recommendation: Approval.
- Approved.  
Speaking for staff was Eva Sanchez.  
Speaking for Local 127 was Rodney Fowler.

**POLICY ITEMS - DISCUSSION**

11. Request from the Public Works Department to exempt a Program Manager position from the Classified Service.
- Approved.  
Speaking for staff was Saba Berenji.
12. Staff recommendations on special salary adjustments for the Fiscal Year 2021 Salary Ordinance.
- Recommended for Approval
- (1) Public Works Supervisor
  - (2) Traffic Signal Technician Series
1. **Public Works Supervisor - Request for Special Salary Adjustment of 15%**  
Approved 15% special salary adjustment for the Public Works Supervisor classification.
2. **Traffic Signal Technician Series - Request for Special Salary Adjustment of 30%**  
Approved 15% special salary adjustment for the Traffic Signal Supervisor, Traffic Signal Technician II, and Traffic Signal Technician I classifications.  
Speaking for Local 127 were Damien Tryon and Rodney Fowler.  
Speaking for the department was Kristy Reeser.
13. Marquis S. Chappell, appealing his conviction record disqualification for the position of Laborer.
- Denied.  
Applicant may reapply for City employment after two years.  
Speaking for staff was Edgar Portilla.  
Speaking was Marquis S. Chappell.  
Speaking for Local 127 was Rodney Fowler.
14. Brandee L. Hamilton, appealing her conviction record disqualification for the position of Administrative Aide I.
- Approved.  
Speaking for staff was Edgar Portilla.  
Speaking was Brandee L. Hamilton.  
Speaking for Local 127 was Rodney Fowler.

15. Christopher D. Charfauros, appealing the rejection of his application for the position of Water Utility Worker (T11311). Denied. Speaking for staff was Jennifer Lamas-Villanueva.
16. Cody B. Starbird, appealing the rejection of his application for the position of Fire Recruit (T11363). Withdrawn.

**UNFINISHED BUSINESS**

17. Staff recommendation on new classification for the Fiscal Year 2021 Salary Ordinance. Speaking for staff was Saba Berenji.
- Not Recommended for Approval  
Supervising Development Project Manager
- Approved the creation of the Supervising Development Project Manager classification at 10% above the Development Project Manager III classification.  
Speaking were Michelle Sokolowski, PJ Fitzgerald, and Rimah Khouri-Velez.

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

18. Bailey A. Fice, Police Recruit, Police Department, for a three-month special leave without pay ending July 10, 2020, with her name to be placed on the eligible list for Police Recruit.  
Hire Date: November 27, 2017  
Reason: Education.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED**

19. Gina D. Dulay, Supervising Management Analyst, Parks and Recreation Department, for a leave of absence from the Classified Service effective January 13, 2020, 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.

20. Stephanie L. Hoover, Associate Management Analyst, Public Utilities Department, for a leave of absence from the Classified Service effective February 10, 2020, 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             | 07 | Family/Childcare/Maternity | 01 |
| Leave requests with job saved    | 02 | Education/Training         | 02 |
| Leave requests with name on list | 03 | Medical                    | 00 |
| Unclassified                     | 02 | Relocation                 | 01 |
|                                  |    | Outside Employment         | 00 |
|                                  |    | Unclassified               | 02 |
|                                  |    | Other                      | 01 |

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**ADJOURNMENT**

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At 1:04 p.m. the Commission convened into open session.

There being no further business, the meeting was adjourned at 3:21 p.m.

Lori Thacker, President