

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

Friday, March 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 Lori Thacker at 1:00 p.m. Also present were Vice-President Maricela Amezola, Commissioner Jacquelyn R. Atkinson, and Commissioner Dr. Don E. Conley. Commissioner Mattheus E. Stephens 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

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

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This agenda and the supplemental information for each agenda item, if any, can be made available in alternative formats to assist persons with disabilities. Special assistance at the meeting is also available. To request such assistance, please call the Personnel Department Services Supervisor at 236-6402. Requests should be made as early as possible prior to the meeting. Every attempt will be made to accommodate all reasonable requests.

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

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 2 through 4 can be approved with one motion.)

- | | | |
|----|---------------------------------------------------------------------------------------------------------------------|-----------|
| 2. | Approval of the minutes for the regular business meeting of February 8, 2019. | Approved. |
| 3. | Leaves of Absence Without Pay - In Order. Items 17 through 25. | Approved. |
| 4. | Minutes of the San Diego City Civil Service Commission Joint Apprenticeship Committee meeting of December 13, 2018. | Approved. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

- | | | |
|----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. | Mark A. Garcia, Laborer, Public Utilities Department, for a six-month special leave without pay ending August 15, 2019, with his name to be placed on the eligible list for Laborer.
Hire Date: December 21, 2015
Reason: To obtain Grade D2 Certification.
Department Recommendation: Approval. | Approved.
Speaking for staff was Eva Sanchez. |
| 6. | Alberto Le Duc, Grounds Maintenance Worker I, Parks and Recreation Department, for a one-year special leave without pay ending February 10, 2020, with his job to be saved.
Hire Date: September 16, 2000
Reason: Medical.
Department Recommendation: Modification to name on eligible list. | Approved with modification to name on eligible list.
Speaking for staff was Eva Sanchez.
Speaking for the department was Rebeca Cordova.
Speaking for Local 127 was Rodney Fowler. |

POLICY ITEMS - DISCUSSION

- 7. Approval of Exceptional Merit Increase for Angelica L. Miranda, Administrative Aide II.
- 8. Approval of Exceptional Merit Increase for Cecilia Ponce, Development Project Manager II.
- 9. Approval of Exceptional Merit Increase for Colette C. Redon, Development Project Manager II.
- 10. Approval of Exceptional Merit Increase for Patricia T. Sierra, Associate Management Analyst.

Approved Items 7 through 10 with one motion.

- 11. Request from the Ethics Commission to exempt a Program Manager position from the Classified Service.

Approved.
Speaking for staff was David Dalager.

- 12. Staff recommendations on special salary adjustments, new classifications, title changes, classification deletions, and terminal classifications for the Fiscal Year 2020 Salary Ordinance.

Speaking for staff was David Dalager.

Recommended for Approval

- (1) Custody Transport Officer
- (2) Emergency Medical Technician
- (3) Lifeguard Series
- (4) Paramedic Series
- (5) Plant Process Control Electrician Series
- (6) Pure Water Plant Operator Series
- (7) Storm Water Environmental Specialist Series

- 1. **Custody Transport Officer – Request for New Classification**
Approved the creation of the Custody Transport Officer classification.

- 2. **Emergency Medical Technician – Request for Classification Deletion**
Approved the deletion of the Emergency Medical Technician classification.

- 3. **Lifeguard Series – Request for Special Salary Adjustment of 15-25%**

Approved 5% special salary adjustment for the Lifeguard I classification.
Speaking for Local 911 was Neil Sholander.
Speaking was James Gartland.

Not Recommended for Approval

- (8) Biologist Series
- (9) Instrumentation and Control Technician
- (10) Marine Mechanic
- (11) Plant Technician Series

Withdrawn

- (12) Cal-ID Technician Series

4. **Paramedic Series – Request for Classification Deletion and Termination**

Approved the deletion of the Paramedic I classification.

Approved the designation of the Paramedic II classification as a terminal classification.

5. **Plant Process Control Electrician Series – Request for Special Salary Adjustment of 27%**

Approved 20% special salary adjustment for the Plant Process Control Supervisor and Plant Process Control Electrician classifications.

6. **Pure Water Plant Operator Series – Request for New Classifications**

Approved the creation of the Pure Water Treatment Superintendent, Senior Pure Water Plant Operations Supervisor, Pure Water Plant Operations Supervisor, Senior Pure Water Plant Operator, and Pure Water Plant Operator classifications.

7. **Storm Water Environmental Specialist Series – Request for New Classifications and Title Change**

Approved the creation of the Storm Water Environmental Specialist II and Storm Water Environmental Specialist I classifications.

Approved title change from Storm Water Environmental Specialist to Storm Water Environmental Specialist III.

Approved 15% special salary adjustment for the Storm Water Environmental Specialist III classification.

Speaking for MEA was Katy Seals. Speaking was Heather Krish.

8. **Biologist Series – Request for Special Salary Adjustment of 20%**
Approved 15% special salary adjustment for the Senior Biologist, Biologist III, Biologist II, and Biologist I classifications.
Speaking for MEA was Kelly Cruz.
Speaking were Rachel Davenport and Brian Knerr.
9. **Instrumentation and Control Technician – Request for Special Salary Adjustment of 30%**
Denied request for special salary adjustment.
Speaking were Rodney Fowler, John Irving, and Leo Hedge.
10. **Marine Mechanic– Request for Special Salary Adjustment of 23%**
Denied request for special salary adjustment.
Speaking for Local 127 was Anthony Schroth.
Speaking was Tony Grasmick.
11. **Plant Technician Series – Request for Special Salary Adjustment of 33%**
Denied request for special salary adjustment.
13. John A. Flores Jr., appealing the rejection of his applications for Grounds Maintenance Worker I (T11225) and Grounds Maintenance Worker II (T11226).
Denied.
Speaking for staff was Jennifer Lamas-Villanueva.
Speaking was John A. Flores Jr.
Speaking for Local 127 was Rodney Fowler.
14. Ruben C. Morales, appealing his conviction record disqualification for the position of Laborer.
Denied.
Speaking for staff was Edgar Portilla.
Speaking were Reuben C. Morales and Reverend Joel Brown.
15. Kee D. Towers, appealing her conviction record disqualification for the position of Customer Services Representative.
Denied.
Speaking for staff was Edgar Portilla.
Speaking was Kee D. Towers.

16. Lee A. Williams II, appealing his conviction record disqualification for the position of Sanitation Driver Trainee. Denied.
Speaking for staff was Edgar Portilla.
Speaking was Lee A. Williams II.
Speaking for Local 127 was Rodney Fowler.

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

17. Zakaria I. Bakier, Assistant Engineer – Civil, Development Services Department, for a six-month special leave without pay ending July 31, 2019, with his job to be saved.
Hire Date: August 10, 2010
Reason: Family care.
Department Recommendation: Approval.
18. Ashlee B. Clark, Word Processing Operator, Police Department, for a one-year special leave without pay ending February 29, 2020, with her name to be placed on the eligible lists for Word Processing Operator and Clerical Assistant II.
Hire Date: January 21, 2014
Reason: Relocation with spouse and child care.
Department Recommendation: Approval.
19. Anthony J. Creazzo, Police Sergeant, Police Department, for a one-year special leave without pay ending March 3, 2020, with his name to be placed on the eligible list for Police Sergeant.
Hire Date: October 20, 2006
Reason: Medical.
Department Recommendation: Approval.
20. Mandarin Mathouchanh, Assistant Chemist, Public Utilities Department, for a one-year special leave without pay ending March 7, 2020, with his name to be placed on the eligible lists for Assistant Chemist and Junior Chemist.
Hire Date: July 25, 2017
Reason: Relocation.
Department Recommendation: Approval.

21. Janet L. Perrins, Police Investigative Service Officer II, Police Department, for a one-year special leave without pay ending March 31, 2020, with her name to be placed on the eligible lists for Police Investigative Service Officer II and Parking Enforcement Officer I.
Hire Date: March 9, 2007
Reason: Relocation with spouse.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

22. Hao S. Chen, Information Systems Administrator, Police Department, for a leave of absence from the Classified Service effective February 1, 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.
23. Jonnabelle L. Domingo, Supervising Department Human Resources Analyst, Human Resources Department, for a leave of absence from the Classified Service effective January 12, 2019, while filling an unclassified position with her name to be placed on the appropriate eligible list.
24. Walter C. Gefrom III, Senior Civil Engineer, Development Services Department, for a leave of absence from the Classified Service effective January 22, 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.
25. Lisa A. Getz, Senior Budget Development Analyst, Department of Finance, for a leave of absence from the Classified Service effective December 29, 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	11	Family/Childcare/Maternity	01
Leave requests with job saved	02	Education/Training	00
Leave requests with name on list	05	Medical	02
Unclassified	04	Relocation	03
		Outside Employment	00
		Unclassified	04
		Other	01

CLOSED SESSION

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

- I. Deliberation on disciplinary appeals pursuant to Government Code Section 54957:
 - a. Richard Cesena – Termination reduced to suspension.
 - b. Christopher Charfauros – Termination upheld.
 - c. Patsy Cortez-Karimi – Appeal dismissed.
 - d. Daniel Serrano – Termination upheld.

ADJOURNMENT

The meeting was called to order by President Lori Thacker at 12:05 p.m. for Public Comment on Closed Session agenda items. Deputy City Attorney Jennifer Poplin addressed the Commission.

At 1:00 p.m., the Commission convened into open session.

At 2:51 p.m., Commissioner Jacquelyn R. Atkinson left the meeting.

There being no further business, the meeting was adjourned at 3:04 p.m.

Lori Thacker, President