

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

**MINUTES**

Tuesday, March 14, 2017, at 5:00 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 5:10 p.m. Also present were Vice-President Joseph R. Kloberdanz and Commissioner Maricela Amezola, and Commissioner Reverend Clyde E. Gaines.
  
- B. The staff was represented by Personnel Director Hadi Dehghani, Assistant Personnel Director Yajaira Gharst 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

**MINUTES**

Tuesday, March 14, 2017, at 5:00 p.m.  
Civil Service Commission Room, Civic Center Plaza  
1200 Third Avenue, Suite 300  
San Diego, California 92101

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 immediately go into closed session at 4:00 p.m. The regular business meeting will begin at 5:00 p.m.*

**INTRODUCTION**

1. Roll Call.

**ACTION TAKEN/PENDING**

Present were President Mattheus E. Stephens, Vice-President Joseph R. Kloberdanz, Commissioner Maricela Amezola, and Commissioner Reverend Clyde E. Gaines.

**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."

President Stephens acknowledged Eva Sanchez as the Personnel Department's Employee of the Quarter.

President Stephens acknowledged Edgar Portilla, Saba Berenji, Graciela Navarro, April Medina, Darren Keenaghan, and Tina Iyua for their service awards.

**CONSENT AGENDA (Items 2 and 3 can be approved with one motion.)**

2. Approval of the minutes for the regular business meeting of February 2, 2017. Approved.
3. Leave of Absence Without Pay - In Order. Items 15 through 19. Approved.

**LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION**

4. Austin T. Brown, Fire Fighter I, Fire-Rescue Department, for a one-year special leave without pay ending January 13, 2018, with his name to be placed on the eligible list for Fire Fighter I.  
Hire Date: November 14, 2015  
Reason: Outside employment.  
Department Recommendation: Denial. Denied.  
Speaking for staff was Darren Keenaghan.
5. Julio C. Gonzalez, Water Systems Technician III, Public Utilities Department, for a one-year (first extension) special leave without pay ending March 3, 2018, with his name to be placed on the eligible lists for Water Systems Technician III, Water Systems Technician II, Utility Worker II, and Building Service Technician.  
Hire Date: June 25, 1998  
Reason: Medical.  
Department Recommendation: Approval. Approved.  
Speaking for staff was Darren Keenaghan.
6. Afshin Maleki, Information Systems Analyst III, Public Utilities Department, for a one-year (first extension) special leave without pay ending April 10 2018, 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 Darren Keenaghan.

7. Mateo C. Zepeda, Fire Fighter II, Fire-Rescue Department, for a one-year special leave without pay ending March 14, 2018, with his name to be placed on the eligible lists for Fire Fighter II and Fire Fighter I.  
Hire Date: August 29, 2009  
Reason: Loss of Class C Driver License.  
Department Recommendation: Approval.
- Approved.  
Speaking for staff was Darren Keenaghan.

**POLICY ITEMS - DISCUSSION**

8. Approval of Exceptional Merit Increase for Thomas Bui, Senior Civil Engineer.
- Approved.  
Speaking for staff was Darren Keenaghan.
9. Approval of Exceptional Merit Increase for Meghan S. Cedeno, Assistant Engineer – Traffic.
- Approved.  
Speaking for staff was Darren Keenaghan.
10. Approval of Exceptional Merit Increase for Rosa E. Melendrez, Administrative Aide II.
- Approved.  
Speaking for staff was Darren Keenaghan.
11. Approval of Exceptional Merit Increase for Venus O. Wong, Administrative Aide II.
- Approved.  
Speaking for staff was Darren Keenaghan.
12. Brandon Scales, appealing the denial of his request for a termination appeal hearing.
- Approved.  
Speaking for staff was Hadi Dehghani.  
Speaking was Vincent Blanco.
13. Report from the Personnel Director on limited and restricted appointments and special shift differential positions.
- Report Accepted.  
Speaking for staff was Hadi Dehghani.

14. Staff recommendations on special salary adjustments, new classifications and title changes for Fiscal Year 2018.

Speaking for staff was Christia Davis.

1. **Accountant Series – Request for Special Salary Adjustment of 15%**  
Approved 15% special salary adjustment.  
Speaking for MEA was Michael Zuchett.
2. **Airport Operations Series – Request for Special Salary Adjustment of 30-56%**  
Approved 25% special salary adjustment.
3. **Payroll Specialist Series - Request for Special Salary Adjustment of 30%**  
Approved 10% special salary adjustment.  
Speaking for MEA was Michael Zuckett.  
Speaking was Candi Mitchell.
4. **Planner Series - Request for Special Salary Adjustment of 20%**  
Approved 15% special salary adjustment.
5. **Police Property and Evidence Series – Request for Special Salary Adjustment of 10%, New Class Series, and Title Change**  
Denied request for a special salary adjustment. Approved creation of new Police Property and Evidence Lead Specialist classification; Approved title change of Police Property and Evidence Clerk to Police Property and Evidence Specialist; Approved title changes of Senior Property and Evidence Supervisor and Property and Evidence Supervisor to Senior Police Property and Evidence Supervisor and Police Property and Evidence Supervisor.  
Speaking for MEA was Michael Zuchett.  
Speaking was Ray Christian.

6. **Storm Water Inspector Series – Request for Special Salary Adjustment of 16.8%**  
Denied request for special salary adjustment. Approved new classification series.  
Speaking for MEA was Michael Zuchett.
7. **Therapeutic Recreation Series – Request for New Classification Series**  
Approved creation of new Supervising Therapeutic Recreation Specialist; Therapeutic Recreation Specialist; and Therapeutic Recreation Leader classifications to be paid at 2.5% above Recreation Specialist Series. Speaking were Kristi Fenick and Rebeca Cordova.
8. **Boat Operator Series - Request for Special Salary Adjustment of 68-80%**  
Denied request for special salary adjustment.  
Speaking for Local 127 was Vincent Blanco.  
Speaking was Timothy Douglass.
9. **Development Project Manager Series - Request for Special Salary Adjustment of 27%**  
Denied request for special salary adjustment.  
Speaking for MEA was Michael Zuchett.  
Speaking was Francisco Mendoza.
10. **Public Information Officer Series - Request for Special Salary Adjustment of 60%**  
Denied request for special salary adjustment.  
Speaking for MEA was Michael Zuckett.  
Speaking was Scott Robinson.

11. **Structural Engineering Series - Request for Special Salary Adjustment of 22%**  
Continued to April meeting.
12. **Tree Maintenance Series – Request for Special Salary Adjustment of 30%**  
Denied request for special salary adjustment.
13. **Wastewater Pretreatment Inspector Series – Request for Special Salary Adjustment of 16.8%**  
Denied request for special salary adjustment.

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

15. David Corrales, Senior Combination Inspector, Development Services Department, for a six-month special leave without pay ending August 11, 2017, with his name to be placed on the eligible lists for Senior Combination Inspector, Structural Inspector II, and Electrical Inspector II.  
Hire Date: February 9, 2004  
Reason: Education.  
Department Recommendation: Approval.
16. Riley T. Stephenson, Fire Recruit, Fire-Rescue Department, for a one-year special leave without pay ending January 15, 2018, with his job to be saved.  
Hire Date: October 1, 2016  
Reason: Medical.  
Department Recommendation: Approval.
17. Patrick L. Turner, Equipment Technician I, Public Utilities Department, for a one-year special leave without pay ending December 29, 2017, with his job to be saved.  
Hire Date: December 3, 1994  
Reason: Family care.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED**

- 18. Louis A. Merlin, Senior Personnel Analyst, Personnel Department, for a leave of absence from the Classified Service effective February 11, 2017, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 19. Veda L. Johnson, Senior Legal Secretary, Office of the City Attorney, for a leave of absence from the Classified Service effective January 17, 2017, while filling an unclassified position with her job to be saved.

**LEAVES OF ABSENCE WITHOUT PAY - TOTAL**

Total Leave Requests	09	Family/Childcare/Maternity	02
Leave requests with job saved	02	Education/Training	01
Leave requests with name on list	05	Medical	02
Unclassified	02	Relocation	00
		Outside Employment	01
		Unclassified	02
		Other	01

---

---

**CLOSED SESSION**

---

---

At 4: 20 p.m., the Commission met in Closed Session with the following agenda:

- I. Conference with Legal Counsel – existing litigation, pursuant to California Government Code Section 54956.9:

Case Name: Broderick v. City of San Diego Civil Service Commission

Case Number: San Diego Superior Court Case No. 37-2015-00037490-CU-WM-CTL

The purpose of this Closed Session matter is to discuss with legal counsel the status of the litigation, following issuance of the Order dated November 4, 2016 – Completed.

- II. Public Employee Discipline/Dismissal/Release, pursuant to California Government Code section 54957.
  - a. William Broderick – 19 ½ month Suspension reduced to 120 days.
  - b. Brian Mosher – Termination reduced to 30 day Suspension.

---

---

**ADJOURNMENT**

---

---

At 5:10 p.m. the Commission convened into open session.

At 7:23 p.m. President Mattheus E. Stephens called for a break.

At 7: 32 p.m. the meeting continued.

There being no further business, the meeting was adjourned at 9:09 p.m.

Mattheus E. Stephens, President