

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

Thursday, May 3, 2018, 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 1:09 p.m. Also present were Commissioner Jacquelyn R. Atkinson, Commissioner Dr. Don E. Conley, and Commissioner Lori Thacker. Vice-President Maricela Amezola was absent.

- 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 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

Thursday, May 3, 2018, at 1:00 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

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

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

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."

Michael Zucchet, General Manager, San Diego Municipal Employees Association thanked the Civil Service Commission and the Personnel Department staff for their time and efforts on the Special Salary Adjustment Recommendations.

CONSENT AGENDA (Items 2 through 4 can be approved with one motion.)

- 2. Approval of the minutes for the regular business meeting of April 5, 2018. Approved.
- 3. Leaves of Absence Without Pay – In Order. Items 21 through 26. Approved.
- 4. Minutes of the San Diego City Civil Service Commission Joint Apprenticeship Committee meeting of December 19, 2017. Approved.

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

- 5. Earl L. Bryers II, Grounds Maintenance Worker II, Park and Recreation Department, for a one-year (first extension) special leave without pay ending April 5, 2019, with his name to be placed on the eligible lists for Grounds Maintenance Worker II and Grounds Maintenance Worker I.
Hire Date: March 10, 2007
Reason: Need additional time to obtain Driver License.
Department Recommendation: Approval. Withdrawn.
- 6. Brian D. Cordes, Parking Enforcement Officer I, Police Department, for a one-year special leave without pay ending April 5, 2019, with his job to be saved.
Hire Date: March 20, 2006
Reason: Outside employment.
Department Recommendation: Modification to name on eligible list. Approved with modification to name on eligible list.
Speaking for staff was Darren Keenaghan.
- 7. Kimberly K. Easto Ukuzato, Police Officer II, Police Department, for a one-year (second extension) special leave without pay ending April 1, 2019, with her name to be placed on the eligible list for Police Officer II.
Hire Date: September 19, 1994
Reason: Continued family care.
Department Recommendation: Approval. Approved with modification to leave date ending February 28, 2019.
Speaking for staff was Darren Keenaghan.

8. Julio C. Gonzalez, Water Systems Technician III, Public Utilities Department, for a one-year (second extension) special leave without pay ending March 3, 2019, 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: Maintain employment eligibility.
Department Recommendation: Approval.
Approved with modification to name on eligible list.
Speaking for staff was Darren Keenaghan.
Speaking for the department was Margaret Wyatt.
9. Afshin Maleki, Information Systems Analyst III, Public Utilities Department, for a one-year (second extension) special leave without pay ending April 10, 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: Continued family care.
Department Recommendation: Approval.
Approved with modification to leave date ending January 31, 2019.
Speaking for staff was Darren Keenaghan.
Speaking was Afshin Maleki.

POLICY ITEMS - DISCUSSION

10. Approval of Exceptional Merit Increase for Michael J. Garcia, Development Project Manager I.
Approved.
Speaking for staff was Darren Keenaghan.
11. Approval of Exceptional Merit Increase for Christopher F. Hackney, Land Surveying Assistant.
Approved.
Speaking for staff was Darren Keenaghan.
12. Approval of Exceptional Merit Increase for Lucero A. Hermosillo, Payroll Specialist II.
Approved.
Speaking for staff was Darren Keenaghan.
13. Approval of Exceptional Merit Increase for Tracye V. Smith, Disposal Site Representative.
Approved.
Speaking for staff was Darren Keenaghan.
14. Staff Recommendations on Overtime Eligibility for New Classes.
Approved.
Speaking for staff was Christia Davis.
15. 2017 Equal Employment Opportunity Annual Report.
Report Accepted.
Speaking for staff was Douglas Edwards.

- | | | |
|-----|---|---|
| 16. | Request from Derrick Broomfield to consider his late request appealing his disqualification for the position of Plant Operator Trainee. | Denied.
Speaking for staff was Edgar Portilla.
Speaking was Derrick Broomfield. |
| 17. | Derrick Broomfield, appealing his medical disqualification for the position of Plant Operator Trainee. | Based on denial of Item 16, this item was not heard. |
| 18. | Request from Michael J. Gandara to consider his late request appealing his disqualification for the position of Lifeguard I. | Denied.
Speaking for staff was Hadi Dehghani. |
| 19. | Michael J. Gandara, appealing his medical disqualification for the position of Lifeguard I. | Based on denial of Item 18, this item was not heard. |

UNFINISHED BUSINESS

- | | | |
|-----|--|--|
| 20. | Request from California Teamsters Local 911 for a 128 Investigation of the Fire-Rescue Department. | Continued pending legal opinion from the Office of the City Attorney and pending Local 911 decision to proceed.
Speaking for Local 911 was Adam Larkin. |
|-----|--|--|

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

- | | |
|-----|---|
| 21. | Carlos A. Perez-Martinez, Tree Trimmer, Transportation and Storm Water Department, for a one-year special leave without pay ending February 9, 2019, with his name to be placed on the eligible list for Tree Trimmer.
Hire Date: April 11, 2016
Reason: Family care.
Department Recommendation: Approval. |
| 22. | Ana M. Vasquez, Word Processing Operator, Police Department, for a one-year special leave without pay ending March 25, 2019, with her name to be placed on the eligible list for Word Processing Operator.
Hire Date: September 21, 2007
Reason: Medical.
Department Recommendation: Approval. |

LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED

- 23. Terence G. Charlot, Police Captain, Police Department, for a leave of absence from the Classified Service effective March 10, 2018, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 24. Paul J. Connelly, Police Captain, Police Department, for a leave of absence from the Classified Service effective March 10, 2018, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 25. James P. Gartland, Marine Safety Captain, Fire-Rescue Department, for a leave of absence from the Classified Service effective March 10, 2018, 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.
- 26. Annie R. Serafico, Senior Department Human Resources Analyst, Police Department, for a leave of absence from the Classified Service effective November 18, 2017, 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	03
Leave requests with job saved	01	Education/Training	00
Leave requests with name on list	06	Medical	01
Unclassified	04	Relocation	00
		Outside Employment	01
		Unclassified	04
		Other	02

ADJOURNMENT

At 1:09 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

I:\CSC\AGENDA\Minutes\2018\5. May 3, 2018 - Minutes.doc