

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

MINUTES

Thursday, June 2, 2016, 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 1:06 p.m. Also present were Vice-President Joseph R. Kloberdanz and Commissioner Reverend Clyde E. Gaines. Commissioner 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 Senior Deputy City Attorney Stuart H. Swett.

San Diego Civil Service Commission

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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 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 Commissioner Reverend Clyde E. Gaines. 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.)

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 that June 2, 2016 was Shohreh Metanat's last Civil Service Commission Meeting before retiring.

President Stephens acknowledged Danielle Saad as the Personnel Department's Employee of the Quarter.

President Stephens acknowledged Jennifer Lamas-Villanueva, Cynthia Mitchell, Gina Benson, Debra Delgadillo, Hadi Dehghani, and Tasha Alexander for their service awards.

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 May 5, 2016. | Approved. |
| 3. | Leave of Absence Without Pay - In Order. Items 29 through 34. | Approved.
Items 29 and 30 were withdrawn. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 4. | Antwon D. Ethridge, Utility Worker I, Transportation & Storm Water Department, for a one-year special leave without pay ending February 26, 2017, with his name to be placed on the eligible lists for Utility Worker I and Laborer.
Hire Date: July 5, 2014
Reason: Loss of Class C Driver License.
Department Recommendation: Approval. | Approved.
Speaking for staff was Darren Keenaghan. |
| 5. | Shawn M. Maxwell, Field Representative, Public Utilities Department, for a one-year special leave without pay ending April 10, 2017, with his job to be saved.
Hire Date: October 24, 2015
Reason: Loss of Class C Driver License.
Department Recommendation: Modification to name on eligible list. | Approved with modification to name on eligible list.
Speaking for staff was Darren Keenaghan. |
| 6. | Gina E. Nourmohamadian, Fire Fighter I, Fire-Rescue Department, for a one-year special leave without pay ending April 24, 2017, with her name to be placed on the eligible list for Fire Fighter I.
Hire Date: March 14, 2015
Reason: Outside employment.
Department Recommendation: Approval. | Approved.
Speaking for staff was Darren Keenaghan. |

7. Jonathan C. O'Malley, Police Officer I, Police Department, for a one-year special leave without pay ending May 11, 2017, with his job to be saved.
Hire Date: October 24, 2014
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.
8. Kris A. Wright, Parking Enforcement Officer I, Police Department, for a one-year (first extension) special leave without pay ending May 25, 2017, with his name to be placed on the eligible list for Parking Enforcement Officer I.
Hire Date: August 10, 2012
Reason: Outside employment.
Department Recommendation: Approval. Approved.
Speaking for staff was Darren Keenaghan.

POLICY ITEMS - DISCUSSION

9. Approval of Exceptional Merit Increase for Xiaowu Chen, Senior Civil Engineer. Approved.
Speaking for staff was Darren Keenaghan.
10. Approval of Exceptional Merit Increase for Christopher A. Gehrki, Associate Management Analyst. Approved.
Speaking for staff was Darren Keenaghan.
11. Approval of Exceptional Merit Increase for Genevive N. Yambao, Payroll Specialist II. Approved.
Speaking for staff was Darren Keenaghan.
12. Request for a Quorum to hear the termination appeal of 2016-1. Denied.
Speaking for staff was Hadi Dehghani.
Speaking for the department was Noah Brazier.
Speaking was Alex Comley.
13. Request from the Office of the City Clerk to exempt a Program Coordinator position from the Classified Service. Approved Items 13 through 22 with one motion.
Speaking for staff was Chris Alvarado.

14. Request from the Debt Management Department to exempt a Program Manager position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
15. Request from the Department of Information Technology to exempt three Program Coordinator positions from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
16. Request from the Development Services Department to exempt a Program Manager position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
17. Request from the Economic Development Department to exempt a Program Manager position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
18. Request from the Environmental Services Department to exempt a Program Coordinator position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
19. Request from the Fire-Rescue Department to exempt a Program Manager position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
20. Request from the Performance & Analytics Department to exempt a Program Manager position and three Program Coordinator positions from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
21. Request from the Public Works Department to exempt two Assistant Deputy Director positions and a Program Manager position from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
22. Request from the Transportation & Storm Water Department to exempt two Program Manager positions from the Classified Service. Approved Items 13 through 22 with one motion. Speaking for staff was Chris Alvarado.
23. Request from the Personnel Director to merge the eligible lists of the current Dispatcher I (T10802), Dispatcher II (T10803), and Police Dispatcher (T10804) eligible lists with the new Dispatcher I (T10956), Dispatcher II (T10957), and Police Dispatcher (T10958) eligible lists. Approved. Speaking for staff was Dina Marocco.

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| 24. | Appointment of Joint Apprenticeship Alternate Secretary. | Approved.
Speaking for staff was Dina Marocco. |
| 25. | Proposed Salary Review Process for Fiscal Year 2018. | Approved.
Speaking for staff was Chris Alvarado. |
| 26. | Revisions to Personnel Manual Index Code D-3, Career Advancement (Addendum). | Approved.
Speaking for staff was Chris Alvarado. |
| 27. | Andrew Caronna, appealing his medical disqualification for the position of Fire Recruit. | Denied.
Speaking for staff was David Dalager.
Speaking was Andrew Caronna. |

UNFINISHED BUSINESS

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| 28. | Courtney D. Hallman, appealing his conviction record disqualification for the position of Laborer. | Denied.
Speaking for staff was David Dalager.
Speaking was Courtney D. Hallman.
Speaking for the department was Isam Hireish. |
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LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

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| 29. | Frank Q. Gomez, Combination Inspector II, Development Services Department, for a six-month special leave without pay ending November 5, 2016 with his name to be placed on the eligible lists for Combination Inspector II, Structural Inspector II, Combination Inspector I, Structural Inspector I, and Carpenter.
Hire Date: March 25, 2004
Reason: Education.
Department Recommendation: Approval. |
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30. Samuel J. Lindsey, Senior Combination Inspector, Development Service Department, for a six-month special leave without pay ending November 5, 2016, with his name to be placed on the eligible lists for Senior Combination Inspector, Senior Structural Inspector, Combination Inspector II, Structural Inspector II, Combination Inspector I, and Structural Inspector I.
Hire Date: March 1, 2004
Reason: Education.
Department Recommendation: Approval.
31. Reyna C. Moreno, Clerical Assistant II, Park & Recreation Department, for a one-year special leave without pay ending June 3, 2017, with her name to be placed on the eligible lists for Clerical Assistant II, Recreation Leader I, and Clerical Assistant I.
Hire Date: February 23, 2011
Reason: Education.
Department Recommendation: Approval.
32. Charese N. Zimmer, Police Officer II, Police Department, for a one-year special leave without pay ending July 24, 2017, with her name to be placed on the eligible lists for Police Officer II and Police Officer I.
Hire Date: August 10, 2012
Reason: Family care.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

33. Tyra G. Miller, Executive Secretary, Mayor's Office, for a leave of absence from the Classified Service effective April 26, 2016, while temporarily filling an unclassified position with her job to be saved.

34. Jose L. Romo Jr., Senior Management Analyst, Office of Homeland Security, for a leave of absence from the Classified Service while filling an unclassified position with his 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	03
Leave requests with name on list	07	Medical	00
Unclassified	02	Relocation	00
		Outside Employment	03
		Unclassified	02
		Other	02

CLOSED SESSION

At 12:20 p.m. the Commission met in Closed Session with the following agenda:

- I. Conference with Legal Counsel - pending litigation, pursuant to California Government Code Section 54956.9(a):
- a. David Lugo vs. City of San Diego Civil Service Commission, Case No. 37-2015-00009448-CU-WM-CTL

ADJOURNMENT

At 1:06 p.m. the Commission convened into open session. There being no further business, the meeting was adjourned at 2:05 p.m.

Mattheus E. Stephens, President