

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

Thursday, November 9, 2017, at 1:00 p.m.  
Civil Service Commission Room, Civic Center Plaza  
1200 Third Avenue, Suite 300  
San Diego, California 92101

- A. In the absence of the President Mattheus E. Stephens and a Vice-President, the regular business meeting of the Civil Service Commission was called to order by Hadi Dehghani as secretary to the Commission at 1:05 p.m. (*see Robert's Rules of Order Newly Revised (11<sup>th</sup> ed), II. 3-7*). Commissioner Maricela Amezola was elected as temporary Chair of the meeting without objection. Also present were Commissioner Jacquelyn R. Atkinson, Commissioner Dr. Don E. Conley, and Commissioner Lori Thacker.
  
- 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

**AGENDA**

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

Thursday, November 9, 2017, 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 Commissioner Maricela Amezola, Commissioner Jacquelyn R. Atkinson, Commissioner Dr. Don E. Conley, and Commissioner Lori Thacker. President 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.)

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

As secretary to the Commission Personnel Director Hadi Dehghani called the meeting to order and Commissioner Maricela Amezola was elected as temporary chair for this meeting without objection.

Personnel Director Hadi Dehghani acknowledged Joseph R. Kloberdanz for over 7 years of service to the Civil Service Commission and his service on the Salary Setting

issue brought forth under “Non-Agenda Public Comment.”

Commission.

Joseph R. Kloberdanz expressed his gratitude for serving on the Commission. He also thanked his colleagues and the Personnel Department staff.

Commissioner Maricela Amezola acknowledged Negar Kahn mouie as the Personnel Department’s Employee of the Quarter.

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

- |    |  |           |
|----|--|-----------|
| 2. | Approval of the minutes for the regular business meeting of October 6, 2017. | Approved. |
| 3. | Leave of Absence Without Pay - In Order. Item 21.                            | Approved. |

**LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION**

- |    |   |  |
|----|---|--|
| 4. | Sandra Barajas, Senior Workers’ Compensation Claims Representative, Risk Management Department, for a one-year special leave without pay ending September 25, 2018, with her job to be saved. Hire Date: August 29, 2014 Reason: Family care. Department Recommendation: Modification to name on eligible list. | Approved with modification to name on eligible list. Speaking for staff was Darren Keenaghan. Speaking for the department was Estella Montoya. |
| 5. | Steve A. Fragoso, Associate Management Analyst, Public Utilities Department, for a one-year special leave without pay ending November 25, 2018, with his job to be saved. Hire Date: October 15, 1990 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. Speaking for the department was Margaret Wyatt.  |
| 6. | Pamela Gaydos, Claims Clerk, Risk Management Department, for a one-year special leave without pay ending October 12, 2018, with her job to be saved. Hire Date: September 10, 2007 Reason: Medical. Department Recommendation: Modification to name on eligible list.   | Continued. Speaking for staff was Darren Keenaghan. Speaking for the department was Estella Montoya. Speaking was Pamela Gaydos.               |

7. Corey S. Harris, Police Officer I, Police Department, for a one-year (first extension) special leave without pay ending October 2, 2018, with his name to be placed on the eligible list for Police Officer I.  
Hire Date: August 15, 2014  
Reason: Continued family care/Outside employment.  
Department Recommendation: Approval.

Approved.  
Speaking for staff was Darren Keenaghan.  
Speaking for the department was Margaret Mendez.
8. Ryan E. Lowe, Sanitation Driver II, Environmental Services Department, for a one-year special leave without pay ending November 5, 2018, with his name to be placed on the eligible lists for Sanitation Driver II, Sanitation Driver I, and Sanitation Driver Trainee.  
Hire Date: January 7, 2012  
Reason: Outside employment.  
Department Recommendation: Approval.

Approved.  
Speaking for staff was Darren Keenaghan.
9. Angelina R. Salcedo, Parking Enforcement Officer I, Police Department, for a one-year special leave without pay ending October 8, 2018, with her job to be saved.  
Hire Date: May 16, 2015  
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.
10. Eric K. Symons, Supervising Public Information Officer, Communications Department, for a one-month special leave without pay ending November 24, 2017, with his job to be saved.  
Hire Date: July 30, 1994  
Reason: Medical.  
Department Recommendation: Modification to name on eligible list.

Withdrawn.

**POLICY ITEMS - DISCUSSION**

11. Approval of Exceptional Merit Increase for Fawn Chang-Lee, Assistant Management Analyst.

Approved.  
Speaking for staff was Darren Keenaghan.
12. Approval of Exceptional Merit Increase for Pedro Tapia Gonzalez, Cement Finisher.

Approved.  
Speaking for staff was Darren Keenaghan.

- |     |   |  |
|-----|---|--|
| 13. | Approval of Exceptional Merit Increase for Jacqueline A. Lawrence, Legal Secretary II.          | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 14. | Approval of Exceptional Merit Increase for Cecilia Ponce, Development Project Manager I.        | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 15. | Approval of Exceptional Merit Increase for Arnilda P. Reyes, Associate Management Analyst.      | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 16. | Approval of Exceptional Merit Increase for Debbie S. Shauger, Property Agent.                   | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 17. | Approval of Exceptional Merit Increase for Catina S. Soto, Executive Secretary.                 | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 18. | Approval of Exceptional Merit Increase for Timothy S. Wolcott, Associate Management Analyst.    | Approved.<br>Speaking for staff was Darren Keenaghan.  |
| 19. | Ventice Coleman, appealing the denial of his request for a suspension appeal hearing.           | Approved. (Commissioner Thacker dissenting).<br>Speaking for staff was Hadi Dehghani.<br>Speaking for Local 127 was Rodney Fowler. |
| 20. | Steven P. Austin, appealing his conviction record disqualification for the position of Laborer. | Approved.<br>Speaking for staff was Edgar Portilla.<br>Speaking was Steven P. Austin.<br>Speaking for Local 127 was Rodney Fowler. |

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

21. Neil J. Torculas, Information Systems Analyst IV, Environmental Services Department, for a one-year special leave without pay ending October 15, 2018, with his name to be placed on the eligible lists for Information Systems Analyst IV, Information Systems Analyst III, and Information Systems Analyst II.  
Hire Date: September 25, 2006  
Reason: Relocation.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY - TOTAL**

Total Leave Requests	08	Family/Childcare/Maternity	02
Leave requests with job saved	05	Education/Training	00
Leave requests with name on list	03	Medical	02
Unclassified	00	Relocation	01
		Outside Employment	03
		Unclassified	00
		Other	00

---

---

**CLOSED SESSION**

---

---

At 12:15 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. - No action taken.

- II. Public Employee Appointment, pursuant to California Government Code Section 54957:

Personnel Director - Appointed by the Civil Service Commission (Commission) per San Diego City Charter §§ 37 and 116, the Personnel Director serves as the secretary of the Commission. - No action taken.

---

---

**ADJOURNMENT**

---

---

At 1:05 p.m. the Commission convened into open session. There being no further business, the meeting was adjourned at 2:12 p.m.

Maricela Amezola, Commissioner