

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

Wednesday, December 19, 2018, at 1:00 p.m.  
12th Floor Council Committee Room  
202 C Street  
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by Vice-President Maricela Amezola at 1:00 p.m. Also present were Commissioner Jacquelyn R. Atkinson and Commissioner Dr. Don E. Conley. President Mattheus E. Stephens and Commissioner Lori Thacker were 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**

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

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**ITEMS FOR ACTION**

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**INTRODUCTION**

1. Roll Call.

2. Election of Officers.

**ACTION TAKEN/PENDING**

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

Continued to February meeting.

**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.”

**CONSENT AGENDA (Items 3 and 4 can be approved with one motion.)**

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| 3. | Approval of the minutes for the regular business meeting of November 13, 2018. | Approved. |
| 4. | Leaves of Absence Without Pay - In Order. Items 25 through 31.                 | Approved. |

**LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION**

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| 5. | Erin J. Foxwell, Dispatcher II, Police Department, for a one-year (first extension) special leave without pay ending November 3, 2019, with her name to be placed on the eligible lists for Dispatcher II and Dispatcher I.<br>Hire Date: June 6, 2012<br>Reason: Medical.<br>Department Recommendation: Approval.   | Approved.<br>Speaking for staff was Eva Sanchez.                               |
| 6. | Steve A. Fragoso, Associate Management Analyst, Public Utilities Department, for a one-year (first extension) special leave without pay ending November 25, 2019, with his name to be placed on the eligible lists for Associate Management Analyst and Management Trainee.<br>Hire Date: October 15, 1990<br>Reason: Maintain employment eligibility.<br>Department Recommendation: Approval. | Approved.<br>Speaking for staff was Eva Sanchez.                               |
| 7. | Ryan E. Lowe, Sanitation Driver II, Environmental Services Department, for a one-year (first extension) special leave without pay ending November 5, 2019, with his name to be placed on the eligible lists for Sanitation Driver II and Sanitation Driver I.<br>Hire Date: January 7, 2012<br>Reason: Outside employment.<br>Department Recommendation: Approval.                             | Approved.<br>Speaking for staff was Eva Sanchez.<br>Speaking was Ryan E. Lowe. |

8. Magan A. Martin, Police Officer II, Police Department, for a one-year (first extension) special leave without pay ending June 29, 2019, with her name to be placed on the eligible list for Police Officer II.  
Hire Date: October 25, 2013  
Reason: Relocation with spouse.  
Department Recommendation: Approval.
- Approved.  
Speaking for staff was Eva Sanchez.  
Speaking for the department was Margaret Mendez.

**POLICY ITEMS - DISCUSSION**

9. Approval of Exceptional Merit Increase for Fernando Cruz, Code Compliance Officer.
10. Approval of Exceptional Merit Increase for Alan P. Jones, Water Plant Operator.
11. Approval of Exceptional Merit Increase for Abraham K. Militante, Land Surveying Assistant.
12. Approval of Exceptional Merit Increase for Brandon C. Thornbrough, Equipment Operator II.
13. Approval of Exceptional Merit Increase for Jeffrey M. Vaca, Associate Engineer – Traffic.
14. Approval of Exceptional Merit Increase for Deanna Walker, Senior Planner (Option Class: Code Enforcement Coordinator).
15. Approval of Exceptional Merit Increase for Rodney L. Williams III, Claims Clerk.
16. Request from the San Diego Municipal Employees Association to Revise Personnel Manual Index Code H-6, Shift Differentials.
17. Request from the Purchasing and Contracting Department to exempt a Program Coordinator position from the Classified Service.
- Approved Items 9 through 15 with one motion.
- Denied. (Commissioner Atkinson dissenting).  
Speaking for staff was Cynthia Mitchell.  
Speaking for MEA was Michael Zucchet.
- Approved.  
Speaking for staff was David Dalager.

18. Revisions to Personnel Manual Index Code D-3, Career Advancement (Addendum). Approved.  
Speaking for staff was David Dalager.
19. Staff recommendations on special salary adjustments and new classes for Fiscal Year 2020 Salary Ordinance. Speaking for staff was David Dalager.
1. **Park Designer – Request for Special Salary Adjustment of 28%**  
Approved 15% special salary adjustment.
  2. **Wastewater Plant Operator Series – Request for Special Salary Adjustment of 4.7%-14.9%**  
Approved 10% special salary adjustment for the Senior Wastewater Plant Operator classification and 6% for the Wastewater Operations Supervisor classification.  
Speaking for Local 127 was Anthony Schroth.
  3. **Boat Operator Series – Request for Special Salary Adjustment of 17.5%**  
Denied request for special salary adjustment.  
Speaking for Local 127 was Anthony Schroth.  
Speaking was Tim Stebbins.
  4. **Code Compliance Officer Series – Request for Special Salary Adjustment of 30%**  
Continued to February meeting.  
Speaking for MEA was Katy Seals.  
Speaking was Derrick Marsden.
  5. **Laborer – Request for Special Salary Adjustment**  
Denied request for special salary adjustment.  
Speaking for Local 127 were Anthony Schroth and Rodney Fowler.
  6. **Paralegal Series – Request for Special Salary Adjustment of 20%**  
Continued to February meeting.  
Speaking for MEA was Cathleen Higgins.

7. **Park Ranger Series – Request for Special Salary Adjustment of 15%**  
Denied request for special salary adjustment.  
Speaking for MEA was Kelly Cruz.
8. **Reservoir Keeper – Request for Special Salary Adjustment of 30%**  
Continued to February meeting.  
Speaking for Local 127 was Anthony Schroth.  
Speaking was Aaron Baker.
9. **Senior Graphic Designer – Request for New Classification**  
Denied the creation of the Senior Graphic Designer classification.
10. **Water Systems Technician Series – Request for Special Salary Adjustment of 31%**  
Continued to February meeting.  
Speaking for Local 127 were Anthony Schroth and Rodney Fowler.  
Speaking was Carl Stanley.
20. Charles G. Miller, appealing his medical disqualification for the position of Public Art Program Administrator.  
Approved appeal subject to additional random drug testing consistent with City policy.  
Speaking for staff was Edgar Portilla.  
Speaking were Charles G. Miller and Warren Paul Beck.
21. Domingo Vallejo Jr., appealing his conviction record disqualification for the position of Combination Inspector I.  
Approved. (Commissioner Atkinson dissenting).  
Speaking for staff was Edgar Portilla.  
Speaking was Domingo Vallejo Jr.
22. Darrin R. Wagner, appealing his conviction record disqualification for the position of Laborer.  
Approved.  
Speaking for staff was Edgar Portilla.  
Speaking was Darrin R. Wagner.  
Speaking for Local 127 was Rodney Fowler.
23. Albert J. Williams Jr., appealing his conviction record disqualification for the position of Laborer.  
Approved.  
Speaking for staff was Edgar Portilla.  
Speaking was Albert J. Williams Jr.  
Speaking for Local 127 was Rodney Fowler.

**UNFINISHED BUSINESS**

24. Eric O. Meekins, Court Support Clerk II, Office of the City Attorney, for a four-month special leave without pay ending February 14, 2019, with his job to be saved.  
Hire Date: December 18, 2017  
Reason: Medical.  
Department Recommendation: Modification to name on eligible list.
- Approved with modification to one-year special leave without pay with his name to be placed on the eligible list.  
Speaking for staff was Eva Sanchez.  
Speaking for the department was Tanya Tomlinson.

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

25. Katia J. Garcia-Verboonen, Assistant Management Analyst, Public Utilities Department, for a six-month special leave without pay ending May 1, 2019, with her name to be placed on the eligible lists for Assistant Management Analyst, Administrative Aide II, and Management Trainee.  
Hire Date: December 7, 2015  
Reason: Family care.  
Department Recommendation: Approval.
26. Pamela Gaydos, Claims Clerk, Risk Management Department, for a one-year special leave without pay ending October 31, 2019, with her name to be placed on the eligible list for Claims Clerk.  
Hire Date: September 10, 2007  
Reason: Medical.  
Department Recommendation: Approval.
27. Cynthia E. Reinhardt, Library Assistant I, Library Department, for a six-month special leave without pay ending April 8, 2019, with her name to be placed on the eligible list for Library Assistant I.  
Hire Date: April 8, 2016  
Reason: Education.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED**

- 28. David A. Dalager, Associate Personnel Analyst, Personnel Department, for a leave of absence from the Classified Service effective September 22, 2018, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 29. Eva N. Sanchez, Senior Personnel Analyst, Personnel Department, for a leave of absence from the Classified Service effective October 6, 2018, while filling an unclassified position with her name to be placed on the appropriate eligible list.
- 30. Joseph D. Sly, Supervising Management Analyst, Purchasing and Contracting Department, for a leave of absence from the Classified Service effective October 15, 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.
- 31. Kim E. Wallace-Ross, Senior Planner (Option Class: Code Enforcement Coordinator), Development Services Department, for a leave of absence from the Classified Service effective November 24, 2018, while temporarily filling an unclassified position with her job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.

**LEAVES OF ABSENCE WITHOUT PAY - TOTAL**

Total Leave Requests	12	Family/Childcare/Maternity	01
Leave requests with job saved	01	Education/Training	01
Leave requests with name on list	07	Medical	03
Unclassified	04	Relocation	01
		Outside Employment	01
		Unclassified	04
		Other	01

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**CLOSED SESSION**

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At 12:22 p.m., the Commission met in Closed Session with the following agenda:

- I. Pursuant to Government Code Section 54957, the Commission will deliberate on the following disciplinary appeal:
  - a. Victor Salazar – Termination upheld.
  
- II. Public Employee Performance Evaluation pursuant to Government Code Section 54957 – Personnel Director. – No action taken.

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**ADJOURNMENT**

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

At 2:28 p.m., Vice-President Maricela Amezola called for a break.

At 2:42 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 4:09 p.m.

Maricela Amezola, Vice-President