



THE CITY OF SAN DIEGO

M E M O R A N D U M

DATE: October 8, 2015

TO: Citizens Equal Opportunity Commission (CEOC)

FROM: Judy von Kalinowski, Human Resources Director

SUBJECT: Questions on Recruitment and Termination Process for At-Will Employees

This memorandum is in response to questions directed to this office. The City does not comment on personnel matters. Additionally, the questions presented concern matters beyond the scope of the CEOC's authority, as defined in San Diego Municipal Code Chapter 2, § 26.16, subsection (c). Because your purpose for the requested information does not align with CEOC's purpose or authority, the Human Resources Department cannot justify breaking confidential protocols put in place to protect the integrity of the City's confidential personnel decisions and our employees' rights to privacy.

As such, it would be inappropriate for the Human Resources Department to provide the information as requested by the CEOC.

Please contact me if you wish to discuss this request further.

Thank you.

A handwritten signature in black ink that reads "Judy von Kalinowski".

Judy von Kalinowski
Human Resources Director

cc: Jan I. Goldsmith, City Attorney
Scott Chadwick, Chief Operating Officer
Stacey LoMedico, Assistant Chief Operating Officer
Ronald H. Villa, Deputy Chief Operating Officer
Andrea Tevlin, Independent Budget Analyst
Greg Halsey, Deputy City Attorney