

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

Friday, April 7, 2023, at 1:00 p.m.
Council Chambers – 12th Floor
City Administration Building
202 C Street
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Tammy Lin at 1:05 p.m. Also present were Commissioner Sunday Gover and Commissioner Will Moore. Vice-President Nicolaz Portillo and Commissioner Aaron Olsen were absent.

- B. The staff was represented by Personnel Director Douglas Edwards, Assistant Personnel Director Anne Lamén Aban, and Assistant to the Director Saba O’Neal. Serving as legal advisor to the Commission was Senior Deputy City Attorney David Karlin.



City of San Diego
Civil Service Commission

MINUTES

Tammy Lin, President
Nicolaz Portillo, Vice-President
Sunday Gover, Commissioner
Aaron Olsen, Commissioner
Will Moore, Commissioner

Friday, April 7, 2023, at 1:00 p.m.
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202 C Street
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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 619-236-6402. 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 convene at 11:30 a.m. to hear public comment and discussion of the content of the Closed Session Agenda. At the close of public comment and discussion, the Commission will adjourn the public session and go into closed session. The regular business meeting will begin at 1:00 p.m.

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

Present were President Lin, Commissioner Gover and Commissioner Moore. Vice-President Portillo and Commissioner Olsen were 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."

CONSENT AGENDA (Items 2 through 15 can be approved with one motion.)

2. Approval of the minutes for the regular business meeting of March 3, 2023.

Commissioner Gover made a motion to approve items 2 through 15. Commissioner Moore seconded the motion to approve the Consent Agenda items but abstained from voting on Item 2, Approval of the minutes for the regular business meeting of March 3, 2023, due to his recent appointment to the Civil Service Commission. Approved 3-0 with Commissioner Moore abstaining on Item 2.

3. Leave of Absence Without Pay - In Order. Item 26.
4. Approval of Exceptional Merit Increase for Raul A. Contreras, Recreation Center Director III.
5. Approval of Exceptional Merit Increase for Krysta E. Donaldson, Recreation Specialist (Option Class: Senior Citizens).
6. Approval of Exceptional Merit Increase for Pablo Guzman Esquivel, Grounds Maintenance Worker II.
7. Approval of Exceptional Merit Increases for select Grounds Maintenance Worker I and Grounds Maintenance Worker II employees in the Parks and Recreation Department.

8. Approval of Exceptional Merit Increase for Jameelah L. Hodges, Disposal Site Representative.
9. Approval of Exceptional Merit Increase for Tobias Hoffmann, Police Investigative Service Officer II.
10. Approval of Exceptional Merit Increase for Geoffrey R. Hook, Associate Engineer - Civil.
11. Approval of Exceptional Merit Increase for Victor G. Johnson II, Area Manager II.
12. Approval of Exceptional Merit Increase for Rosa M. Moore, Senior Management Analyst.
13. Approval of Exceptional Merit Increase for Patricia A. Ress, Building Supervisor.
14. Approval of Exceptional Merit Increase for Salvador Serrano, Grounds Maintenance Manager.
15. Approval of Exceptional Merit Increase for Abrina Sturdivant, Training Supervisor.

LEAVES OF ABSENCE WITHOUT PAY - DISCUSSION

16. Thomas C. Rinder, Lifeguard II, Fire-Rescue Department, for a five-month (second extension) special leave without pay ending May 31, 2023, with their name to be placed on the eligible lists for Lifeguard II and Lifeguard I.
Hire Date: March 11, 2011
Reason: Maintain employment eligibility.
Department Recommendation: Approval.
17. Angela M. Shelton, Recreation Center Director II, Parks and Recreation Department, for a one-year (first extension) special leave without pay ending March 21, 2024, with their name to be placed on the eligible lists for Recreation Center Director II, Recreation Center Director I, Assistant Recreation Center Director, Recreation Leader II, and Recreation Leader I.
Hire Date: March 19, 2015
Reason: Family care and maintain employment eligibility.
Department Recommendation: Approval.

Commissioner Gover made a motion to approve the request.
Commissioner Moore seconded the motion.
Approved 3-0.
Speaking for staff was Carissa Rosemore.
Speaking was Jimmy Le Beau.

Commissioner Gover made a motion to approve the request.
Commissioner Moore seconded the motion.
Approved 3-0.
Speaking for staff was Carissa Rosemore.

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| <p>18. Michael T. Smoker, Lifeguard II, Fire-Rescue Department, for a one-year (first extension) special leave without pay ending March 2, 2024, with their name to be placed on the eligible list for Lifeguard II.
Hire Date: April 23, 2009
Reason: Continued loss of Emergency Medical Technician License.
Department Recommendation: Denial.</p> | <p>Commissioner Moore made a motion to deny the request.
President Lin seconded the motion. Motion to deny the request passed 2-1.
Commissioner Gover dissenting.
Speaking for staff was Carissa Rosemore.
Speaking were Michael T. Smoker, Kevin Smoker, Jimmy Le Beau, and Tarrant Santelle.
Speaking for the department was James Gartland.</p> |
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POLICY ITEMS - DISCUSSION

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| <p>19. Request from the Department of Finance to exempt a Principal Accountant position from the Classified Service.</p> | <p>Commissioner Moore made a motion to approve the request.
Commissioner Gover seconded the motion.
Approved 3-0.
Speaking for staff was Rachel McDonald-Hernandez.</p> |
| <p>20. Request from the Development Services Department to exempt a Program Manager position and a Program Coordinator position from the Classified Service.</p> | <p>Commissioner Gover made a motion to approve the request.
Commissioner Moore seconded the motion.
Approved 3-0.
Speaking for staff was Rachel McDonald-Hernandez.</p> |
| <p>21. Request from the Library Department to exempt a Program Coordinator position from the Classified Service.</p> | <p>Commissioner Gover made a motion to approve the request.
Commissioner Moore seconded the motion.
Approved 3-0.
Speaking for staff was Rachel McDonald-Hernandez.</p> |
| <p>22. Requests from the Police Department to exempt two Program Coordinator positions from the Classified Service.</p> | <p>Commissioner Moore made a motion to approve the request.
Commissioner Gover seconded the motion.
Approved 3-0.
Speaking for staff was Rachel McDonald-Hernandez.</p> |

23. Request from the Special Events and Filming Office to exempt a Program Coordinator position from the Classified Service.

Commissioner Gover made a motion to approve the request.
Commissioner Moore seconded the motion.

Approved 3-0.

Speaking for staff was Rachel McDonald-Hernandez.

24. Staff recommendation on new classifications for the Fiscal Year 2024 Salary Ordinance.

Speaking for staff was Rachel McDonald-Hernandez.

Recommended for Approval

- 1) Wildfire Mitigation Specialist series

Recommended for Approval:

- 1) **Wildfire Mitigation Specialist Series – Request for New Classification Series**

Commissioner Gover made a motion to approve the creation of new classifications of Wildfire Mitigation Specialist Supervisor and Wildfire Mitigation Specialist at monthly salaries of approximately \$8,270 and \$7,195, respectively.

Commissioner Moore seconded the motion.

Approved 3-0.

UNFINISHED BUSINESS

25. Request from the Police Department to exempt a Program Manager position from the Classified Service.

President Lin made a motion to approve the request.
Commissioner Gover seconded the motion.

Approved 3-0.

Speaking for staff was Rachel McDonald-Hernandez.

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

26. Adrian Sevilla, Police Officer II, Police Department, for a one-year special leave without pay ending May 31, 2024, with their name to be placed on the eligible list for Police Officer II.
Hire Date: August 10, 2012
Reason: Relocation with spouse.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

Total Leave Requests	04	Family/Childcare/Maternity	01
Leave requests with job saved	00	Education/Training	00
Leave requests with name on list	04	Medical	00
Unclassified	00	Relocation	01
		Outside Employment	00
		Unclassified	00
		Other	02

ITEMS FOR INFORMATION

NEW BUSINESS

CLOSED SESSION

The Commission will meet in Closed Session with the following agenda:

1. Conference with Labor Negotiators, pursuant to California Government Code Section 54957.6:

City Designated Management Team Representatives pursuant to San Diego Resolution R-313942:

Timothy Davis, Burke, Williams, & Sorensen LLP, Labor Negotiation Consultant
 Jessica Lawrence, Director of Policy and Council Affairs, Office of the Mayor
 Julie Rasco, Director, Human Resources Department
 Abby Jarl-Veltz, Assistant Director, Human Resources Department
 Jonnabelle Domingo, Supervising Human Resources Officer, Human Resources Department
 Dianne Mitra, Senior Human Resources Officer, Human Resources Department
 Jim McNeill, Assistant City Attorney, Office of the City Attorney

Designated as representatives within the meaning of California Government Code Section 54957.6(a):

Joan Dawson, Deputy City Attorney, Office of the City Attorney
 Miguel Merrell, Deputy City Attorney, Office of the City Attorney

Employee Organization: San Diego Police Officers Association (SDPOA)

DCA Assigned: J. Dawson

The purpose of this Closed Session meeting is to review the City of San Diego's position as to meet and confer related to implementation of administrative appeals of sustained findings of police officer misconduct by the Commission on Police Practices, under San Diego City Charter sections 41.2 and 115, and instruct the City's labor negotiators.

Nothing to report.

2. Deliberation on disciplinary appeals pursuant to California Government Code Section 54957:

- a. 2022-1 – Reduced 20-hour suspension to a 10-hour suspension with a loss of Field Training Officer status.

Approved 3-0.

Vice-President Nicolaz Portillo and Commissioner Aaron Olsen absent.

- b. Catherine Davila – Termination upheld.

Approved 3-0.

Vice-President Nicolaz Portillo and Commissioner Aaron Olsen absent.

3. PUBLIC EMPLOYEE pursuant to California Government Code section 54957(b)(1):

- a. Komisi K. Savaiinaea, appealing their conviction record disqualification for the position of Laborer.

Appeal approved 2-1 with Commissioner Will Moore dissenting.

Speaking for staff was Dylan Cooper.

Vice-President Nicolaz Portillo and Commissioner Aaron Olsen absent.

- b. Abel E. Aguiluz, appealing their conviction record disqualification for the position of Laborer.

Appeal denied 3-0.

Speaking for staff was Dylan Cooper.

Vice-President Nicolaz Portillo and Commissioner Aaron Olsen absent.

ADJOURNMENT

At 1:05 p.m., the Commission convened into open session.

There being no further business, the meeting was adjourned at 2:05 p.m.

Tammy Lin, President