

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

Thursday, September 1, 2022 at 1:00 p.m.
Online Meeting

- A. The regular business meeting of the Civil Service Commission was called to order by Vice-President Nicolaz Portillo at 1:02 p.m. Also present were Commissioner Aaron Olsen and Commissioner Tammy Lin. President Jacquelyn R. Atkinson and Commissioner Sunday Gover were absent.

- B. The staff was represented by Personnel Director Douglas Edwards, Assistant Personnel Director Anne Lamen 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

Jacquelyn R. Atkinson, President
Nicolaz Portillo, Vice-President
Sunday Gover, Commissioner
Tammy Lin, Commissioner
Aaron Olsen, Commissioner

Thursday, September 1, 2022, at 1:00 p.m.

Online Meeting

Click [here](#) to view meeting on Zoom Webinar at the scheduled time

Until further notice, Civil Service Commission meetings will be conducted pursuant to the provisions of California Government Code section 54953(e), added by Assembly Bill 361, which allows the City to use teleconferencing during a proclaimed state of emergency based on findings made by the Council of the City of San Diego related to public health and safety conditions.

During the current State of Emergency and in the interest of public health and safety, all members of the Civil Service Commission will be participating in meetings by teleconference. In accordance with the provisions of California Government Code section 54953(e), there will be no members of the public in attendance at the meetings. We are providing alternatives to in-person attendance for viewing and participating in meetings.

In lieu of in-person attendance, members of the public may participate and provide comment via telephone, using the City Clerk webform, email submission, or via U.S. Mail of written materials, as follows:

Public Comment Testimony During Civil Service Commission Meetings:

To offer public comment testimony during a Civil Service Commission meeting, you need to first join the Zoom Webinar meeting online from your desktop computer, laptop, tablet, or Smartphone, or by calling in to the meeting from your cellular phone or land line. If applicable, the Civil Service Commission will meet in Closed Session at 12:00 p.m. or shortly thereafter. Public Comment on Closed Session items will occur at the start of the 12:00 p.m. session before the Commission adjourns into Closed Session. The Commission will reconvene for Open Session at 1:00 p.m. or shortly thereafter.

The link to join the Zoom Webinar by computer, tablet, or Smartphone is:

Open Session: <https://sandiego.zoomgov.com/j/1602402238>

To Join By Telephone:

Open Session: Dial 1-669-254-5252. When prompted, input Webinar ID: 160 240 2238#

How To Speak To A Particular Item Or During Non-Agenda Public Comment:

When the Commission President introduces the item you would like to comment on (or indicates it is time for Non-Agenda Public Comment), raise your hand by either tapping the "Raise your Hand" button on your computer, tablet, or Smartphone, or by dialing *9 on your phone. You will be taken in the order in which you raise your hand. You may only speak once on a particular item.

When the Commission President indicates it is your turn to speak, unmute your phone by tapping the Unmute button on your computer, tablet or Smartphone, or dial *6 on your phone.

Written Comment Through Webform:

Comment On Agenda Items may be submitted using the City Clerk [webform](#) indicating the agenda item number for which you wish to submit your comment. Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before the item is called will be submitted into the written record for the relevant item.

Non-Agenda Public Comment may be submitted using the City Clerk [webform](#) checking the appropriate box. Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before Non-agenda comment is called will be submitted into the written record for the meeting.

Closed Session Public Comment may be submitted using the City Clerk [webform](#). Comments received by the start of the meeting will be provided to the Civil Service Commission and posted online with the meeting materials. All webform comments are limited to 200 words. Comments received after the start of the meeting but before the item is called will be submitted into the written record for the relevant item.

Written Materials. If you wish to submit written materials for submission into the record or have an attachment to your comment, you may email it to AArevalo@sandiego.gov or submit via U.S. Mail to 1200 Third Avenue, Suite 300, San Diego, CA 92101. Materials submitted via email will be distributed to the Civil Service Commission in accordance with the deadlines described above. Materials submitted via U.S. Mail will need to be received the business day prior in order to be distributed to the Civil Service Commission.

The public may view the meetings on Zoom Webinar. Click [here](#) to view this meeting at its scheduled time.

Requests For Accessibility Modifications Or Accommodations:

As required by the Americans with Disabilities Act (ADA), requests for agenda information to be made available in alternative formats, and any requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for alternatives to observing meetings and offering public comment as noted above, may be made by contacting the Personnel Department Services Supervisor at 619-236-6402 or AArevalo@saniego.gov. Requests should be made as early as possible prior to the meeting. Every attempt will be made to accommodate all reasonable requests. The City is committed to resolving accessibility requests swiftly in order to maximize accessibility.

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

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

Present were Vice-President Nicolaz Portillo, Commissioner Aaron Olsen, and Commissioner Tammy Lin. President Jacquelyn R. Atkinson and Commissioner Sunday Gover 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 18 can be approved with one motion.)

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| 2. | Approval of the minutes for the regular business meeting of July 7, 2022. | Approved items 2 through 18 with one motion. |
| 3. | Leaves of Absence Without Pay – In Order. Items 43 through 49. | |
| 4. | Approval of Exceptional Merit Increase for Arta Aramideh, Golf Operations Assistant. | |
| 5. | Approval of Exceptional Merit Increase for Maharba G. Saldivar Baez, Administrative Aide II. | |
| 6. | Approval of Exceptional Merit Increase for Christopher G. Boudreau, Golf Operations Supervisor. | |
| 7. | Approval of Exceptional Merit Increase for John C. Brosnan, Golf Operations Assistant. | |
| 8. | Approval of Exceptional Merit Increase for Johnny Y. Chou, District Manager. | |
| 9. | Approval of Exceptional Merit Increase for William D. Dauphin Jr., Senior Planner (Option Class: Code Enforcement Coordinator). | |
| 10. | Approval of Exceptional Merit Increase for Andre L. Delaverdac, Assistant Recreation Center Director. | |
| 11. | Approval of Exceptional Merit Increase for Araceli Dominguez, Senior Park Ranger. | |
| 12. | Approval of Exceptional Merit Increase for Soksann Edwards, Golf Operations Assistant. | |
| 13. | Approval of Exceptional Merit Increase for Sean R. Farrell, Golf Operations Assistant. | |
| 14. | Approval of Exceptional Merit Increase for Thomas P. Miller, Golf Operations Assistant. | |
| 15. | Approval of Exceptional Merit Increase for Marissa M. O'Connor, Golf Operations Assistant. | |
| 16. | Approval of Exceptional Merit Increase for Mario E. Parra, Grounds Maintenance Manager. | |

17. Approval of Exceptional Merit Increase for Traci L. Rosete, Supervising Management Analyst.
18. Approval of Exceptional Merit Increase for Noah C. Valdivia, Golf Operations Assistant.

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 19. Olutoyin A. Adedapo, Pump Station Operator, Public Utilities Department, for a one-year special leave without pay ending July 31, 2023, with his name to be placed on the eligible list for Pump Station Operator. Hire Date: February 8, 2021 Reason: Outside employment. Department Recommendation: Approval. | Approved. Speaking for staff was Carissa Rosemore. |
| 20. Stacey M. Fabian, Associate Management Analyst, Public Utilities Department, for a one-year (first extension) special leave without pay ending July 8, 2023, with her name to be placed on the eligible list for Associate Management Analyst and Trainer. Hire Date: December 12, 2016 Reason: Family care. Department Recommendation: Approval. | Approved. Speaking for staff was Carissa Rosemore. Speaking was Stacey M. Fabian. |
| 21. Julio C. Gonzalez, Water Systems Technician III, Public Utilities Department, for a one-year (sixth extension) special leave without pay ending March 3, 2023, with his name to be placed on the eligible lists for Water Systems Technician III, Water Systems Technician II, Utility Worker II, Building Service Technician, and Grounds Maintenance Worker I. Hire Date: June 25, 1998 Reason: Maintain employment eligibility. Department Recommendation: Approval. | Approved. Speaking for staff was Carissa Rosemore. Speaking for the department was Yajaira Gharst. Speaking was Julio C. Gonzalez. |
| 22. Darryl N. Kane, Customer Services Representative, Public Utilities Department, for a four-month (first extension) special leave without pay ending November 1, 2022, with his job to be saved. Hire Date: September 9, 2019 Reason: Medical. Department Recommendation: Approval. | Approved. Speaking for staff was Carissa Rosemore. Speaking for the department was Yajaira Gharst. |

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| <p>23. Shawn F. King, Police Officer II, Police Department, for a nine-month special leave without pay ending June 1, 2023, with his job to be saved. Hire Date: October 22, 2004 Reason: Relocation. Department Recommendation: Modification to name on eligible list.</p> | <p>Approved. Speaking for staff was Carissa Rosemore. Speaking was Shawn F. King.</p> |
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POLICY ITEMS - DISCUSSION

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| <p>24. Appointments to the San Diego Civil Service Commission Joint Apprenticeship Committee: Maico Alejo and Paul Garibay nominated for appointment as labor members and Eddie Galan, Samuel Perez and Epifanio Rios as alternate labor members.</p> | <p>Approved. Speaking for staff was Darren Keenaghan.</p> |
| <p>25. Request from the Personnel Director to use City employees as raters for the Fire Engineer examination.</p> | <p>Approved. Speaking for staff was Maritza Duque.</p> |
| <p>26. Request from the Personnel Director to merge the current Golf Operations Assistant (T11439) eligible list with the new Golf Operations Assistant (T11617) eligible list.</p> | <p>Approved. Speaking for staff was Darren Keenaghan.</p> |
| <p>27. Request from the Personnel Director to merge the current Police Recruit (T11130), Police Officer I (T10644), and Police Officer II (T10645) eligible lists with the new Police Recruit (T11620), Police Officer I (T11621), and Police Officer II (T11622) eligible lists.</p> | <p>Approved. Speaking for staff was Darren Keenaghan.</p> |
| <p>28. Request from the Personnel Director to merge the current Pool Guard I (T10996) eligible list with the new Pool Guard I (T11627) eligible list.</p> | <p>Approved. Speaking for staff was Darren Keenaghan.</p> |
| <p>29. Request from the Commission on Police Practices to exempt two Program Coordinator positions from the Classified Service.</p> | <p>Approved. Speaking for staff was Rachel McDonald-Hernandez. Speaking for the department was Sharmaine Mosley.</p> |
| <p>30. Request from the Department of Information Technology to exempt a Program Coordinator position from the Classified Service.</p> | <p>Approved. Speaking for staff was Rachel McDonald-Hernandez. Speaking for the department was William Walker.</p> |

31. Requests from the Development Services Department to exempt an Assistant to the Development Services Director position and two Program Coordinator positions from the Classified Service.
32. Request from the Human Resources Department to exempt a Program Coordinator position from the Classified Service.
33. Requests from the Office of the Chief Operating Officer to exempt two Program Coordinator positions from the Classified Service.
34. Review of Fiscal Year 2024 Salary Proposals submitted for study.
- Recommended for Study:
- 1) Aging Specialist, Supervising Aging Specialist
 - 2) Aquatics Technician I, Aquatics Technician II, Aquatics Technician Supervisor
 - 3) Assistant Golf Course Superintendent
 - 4) Cement Finisher
 - 5) City Attorney Investigator Trainee
 - 6) Crime Scene Specialist II, Crime Scene Specialist III, Title change: Crime Scene Specialist to Crime Scene Specialist I
 - 7) Court Support Clerk Supervisor
 - 8) Development Services Permit Technician
 - 9) Compliance Officer Trainee, Assistant Compliance Officer, Associate Compliance Officer, Senior Compliance Officer, Supervising Compliance Officer
 - 10) Disposal Site Representative
 - 11) District Manager
 - 12) Electrician, New classification: Street Lighting Electrician
 - 13) Electronics Technician
 - 14) Environmental Scientist I, Environmental Scientist II, Environmental Scientist III, Senior Environmental Scientist
 - 15) Environmental Services Code Compliance Officer, Environmental Services Code Compliance Supervisor, Senior Environmental Services Code Compliance Supervisor
- Approved request to exempt two Program Coordinator positions. The request to exempt an Assistant to the Development Services Director position was continued to the next meeting. Speaking for staff was Rachel McDonald-Hernandez. Speaking for the department were Rimah Khouri-Velez and Elyse Lowe. Speaking for MEA was Nick Wright.
- Approved.
Speaking for staff was Rachel McDonald-Hernandez.
- Approved.
Speaking for staff was Rachel McDonald-Hernandez.
- Recommended for Study:
Approved sub-items 1 to 43 in one motion.
Speaking for staff was Rachel McDonald-Hernandez.
- Not Recommended for Study:
Speaking for staff was Rachel McDonald-Hernandez.
- Aquatics Recreation Specialist, Supervising Aquatics Recreation Specialist**
Approved staff's recommendation.
- Auto Parts Stock Clerk**
Approved staff's recommendation.
- Boat Operator, Senior Boat Operator**
Approved for further study.
Commissioner Olsen dissenting.
Speaking for staff was Christia Davis.
Speaking for Local 127 were Andres Alva-Cardenas and Tim Douglass.
- Apprentice I – Communications Technician, Apprentice II – Communications Technician, Communications Technician, Senior Communications Technician, Senior Communications Technician Supervisor, Senior Communications Technician Supervisor**

- 16) Equipment Technician I (Option Class: Communications), Equipment Technician II (Option Class: Communications)
- 17) Equipment Technician II (Golf), Equipment Technician III (Golf)
- 18) Fire Lead Dispatcher
- 19) Grounds Maintenance Worker I, Grounds Maintenance Worker II, Grounds Maintenance Worker III
- 20) Heavy Trucker Driver I, Heavy Truck Driver II
- 21) HVACR Technician
- 22) Irrigation Specialist (Golf)
- 23) Junior Planner, Assistant Planner, Associate Planner, Senior Planner
- 24) Laborer
- 25) Latent Print Examiner Aide
- 26) Outside Service Golf Course Attendant
- 27) Park Designer, Title change: Park Designer to Landscape Designer
- 28) Pesticide Applicator (Golf)
- 29) Plant Process Control Electrician, Plant Process Control Supervisor, New classifications: Plant Process Control Specialist, Plant Process Control Specialist Supervisor
- 30) Plant Technician I, Plant Technician II, Plant Technician III
- 31) Police Property & Evidence Specialist, Police Property & Evidence Lead Specialist, Police Property & Evidence Supervisor
- 32) Pool Guard I, Pool Guard II
- 33) Project Officer II
- 34) Recreation Aide
- 35) Retirement Assistant
- 36) Senior Backflow & Cross Connection Specialist, Principal Backflow & Cross Connection Specialist
- 37) Stadium Groundskeeper, Senior Stadium Groundskeeper, Stadium Maintenance Technician, Stadium Maintenance Supervisor, Stadium Turf Manager, Stadium/Field Manager
- 38) Supervising Management Analyst
- 39) Supervising Park Ranger
- 40) Swimming Pool Manager I, Swimming Pool Manager II, Swimming Pool Manager III
- 41) Traffic Striper Operator
- 42) Water Plant Operator
- 43) Wildfire Mitigation Specialist, Wildfire Mitigation Specialist Supervisor, Senior Wildfire Mitigation Specialist

Approved for further study.
Commissioner Olsen dissenting.
Speaking for the department were Jonathan Behnke and Wesley Greeson.
Speaking for MEA was Nick Wright.
Speaking for Local 127 was Tim Douglass.

Equipment Operator I, Equipment Operator II, Equipment Operator III, New classification: Vector Operator

Approved staff's recommendation.
Speaking for the department was Patrick Hadley.
Speaking for Local 127 was Tim Douglass.

Golf Course Superintendent

Approved for further study.
Commissioner Olsen dissenting.
Speaking for the department was John Howard.

Golf Course Greenskeeper

Approved for further study.
Speaking for staff was Christia Davis.
Speaking for the department was John Howard.

Marine Mechanic

Approved for further study.
Speaking for the department were James Gartland and David Dalager.
Speaking for Local 127 were Andres Alva-Cardenas and Tim Douglass.

Police 911 Dispatcher

Approved for further study.
Commissioner Olsen dissenting.
Speaking for MEA was Nick Wright.

Senior Zoning Investigator

Approved staff's recommendation.

Traffic Signal Technician I, Traffic Signal Technician II

Approved for further study.
Speaking for the department were Juan Aguirre, Patrick Hadley, Jorge Riveros, and Eric Swanson.
Speaking for Local 127 were Andres Alva-Cardenas and Tim Douglass.

Not Recommended for Study:

- 1) Aquatics Recreation Specialist, Supervising Aquatics Recreation Specialist
 - 2) Auto Parts Stock Clerk
 - 3) Boat Operator, Senior Boat Operator
 - 4) Apprentice I – Communications Technician, Apprentice II – Communications Technician, Communications Technician, Senior Communications Technician, Communications Technician Supervisor, Senior Communications Technician Supervisor
 - 5) Equipment Operator I, Equipment Operator II, Equipment Operator III, New classification: Vactor Operator
 - 6) Golf Course Superintendent
 - 7) Golf Course Greenskeeper
 - 8) Marine Mechanic
 - 9) Police 911 Dispatcher
 - 10) Senior Zoning Investigator
 - 11) Traffic Signal Technician I, Traffic Signal Technician II
 - 12) Water Safety Instructor
 - 13) Therapeutic Recreation Leader, Therapeutic Recreation Specialist, Supervising Therapeutic Recreation Specialist
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35. Gabriel Alcantar, appealing his medical disqualification for the position of Fire Recruit.
 36. Christopher A. Blomberg, appealing his medical disqualification for the position of Police Officer II.
 37. Latece A. Foster, appealing her medical disqualification for the position of Laborer.
 38. Jesse J. Holloway, appealing his medical disqualification for the position of Laborer.
 39. Rynell M. Baker, appealing his conviction record disqualification for the position of Lake Aide I.
 40. Hector M. Martinez, appealing his conviction record disqualification for the position of Plant Technician II.

Water Safety Instructor

Approved for further study.
Speaking for the department were Gina Dulay and Nicole McNeil.
Speaking for MEA was Nick Wright.
Speaking for Local 127 was Tim Douglass.

Therapeutic Recreation Leader,
Therapeutic Recreation Specialist,
Supervising Therapeutic Recreation
Specialist

Approved staff's recommendation.

Denied.

Speaking for staff was Edgar Portilla.

Approved.

Speaking for staff was Edgar Portilla.
Speaking was Christopher A. Blomberg.

Denied. Commissioner Lin dissenting.
Applicant may apply for City employment after one year.
Speaking for staff was Edgar Portilla.
Speaking was Latece A. Foster.

Denied. Applicant may apply for City employment after one year.
Speaking for staff was Edgar Portilla.
Speaking was Jesse J. Holloway.

Appeal withdrawn.

Denied.

Speaking for staff was Edgar Portilla.
Speaking was Hector M. Martinez.

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| 41. Stephon D. Redford, appealing his conviction record disqualification for the position of Laborer. | Approved. Speaking for staff was Edgar Portilla. Speaking were Stephon D. Redford and Brian Redford. Speaking for the department were David Dalager and Nick Hodnett. |
| 42. Earl L. Rodgers, appealing his conviction record disqualification for the position of Utility Worker I. | Denied. Speaking for staff was Edgar Portilla. Speaking was Earl L. Rodgers Jr. |

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

43. Debbie C. Austero, Laborer, Public Utilities Department, for a one-year special leave without pay ending May 22, 2023, with her name to be placed on the eligible list for Laborer.
Hire Date: September 29, 2012
Reason: Medical.
Department Recommendation: Approval.
44. Allyson Jane S. Pineda, Account Clerk, Office of the City Treasurer, for a one-year special leave without pay ending August 7, 2023, with her name to be placed on the eligible list for Account Clerk.
Hire Date: January 28, 2019
Reason: Family Care.
Department Recommendation: Approval.
45. Daniel C. Shepard, Plant Process Control Electrician, Public Utilities Department, for a one-year special leave without pay ending July 6, 2023, with his name to be placed on the eligible lists for Plant Process Control Electrician, Electrician Supervisor, and Electrician.
Hire Date: September 15, 2008
Reason: Pending decision on disability retirement application.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

46. Kenneth R. Anderssohn, Supervising Property Agent, Department of Real Estate and Airport Management, for a leave of absence from the Classified Service effective February 5, 2022 through August 5, 2022, while temporarily filling an unclassified position with his job to be saved.

47. Edwardo R. Celaya, Public Works Superintendent, Stormwater Department, for a leave of absence from the Classified Service effective June 13, 2022, 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.
48. Chris R. Gascon, Senior Civil Engineer, Stormwater Department, for a leave of absence from the Classified Service effective July 22, 2022, 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.
49. Norma L. Medina, Senior Planner (Option Class: Code Enforcement Coordinator), Development Services Department, for a leave of absence from the Classified Service effective April 25, 2022, while filling an unclassified position with her name to be placed on the appropriate eligible list.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

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|----------------------------------|----|----------------------------|----|
| Total Leave Requests | 12 | Family/Childcare/Maternity | 02 |
| Leave requests with job saved | 02 | Education/Training | 00 |
| Leave requests with name on list | 06 | Medical | 02 |
| Unclassified | 04 | Relocation | 01 |
| | | Outside Employment | 01 |
| | | Unclassified | 04 |
| | | Other | 02 |

ADJOURNMENT

At 1:02 p.m., the Commission convened into open session.

At 1:57 p.m., Vice-President Nicolaz Portillo called for a break.

At 2:02 p.m., the meeting continued.

At 4:26 p.m., Vice-President Nicolaz Portillo called for a break.

At 4:31 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 5:59 p.m.

Nicolaz Portillo, Vice-President