

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

Friday, March 3, 2023 at 1:00 p.m.  
Council Chambers – 12<sup>th</sup> 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 Vice-President Nicolaz Portillo at 1:01 p.m. Also present were Commissioner Sunday Gover, Commissioner Tammy Lin, and Commissioner Aaron Olsen.
  
- 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**

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

Friday, March 3, 2023 at 1:00 p.m.  
Council Chambers – 12<sup>th</sup> Floor  
City Administration Building  
202 C Street  
San Diego, California 92101

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**ITEMS FOR ACTION**

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**INTRODUCTION**

1. Roll Call.

**ACTION TAKEN/PENDING**

Present were Vice-President Nicolaz Portillo, Commissioner Sunday Gover, Commissioner Tammy Lin, and Commissioner Aaron Olsen.

**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 5 can be approved with one motion.)**

2. Approval of the minutes for the regular business meeting of February 2, 2023  
Commissioner Tammy Lin made a motion to approve items 2 through 5. Commissioner Sunday Gover seconded the motion.  
Approved 3-0.  
Commissioner Aaron Olsen was absent.
3. Leave of Absence Without Pay - In Order. Item 21.
4. Approval of Exceptional Merit Increase for Leslie P. Conlet, Administrative Aide II.
5. Approval of Exceptional Merit Increase for Lynette D. Nooks-Addison, Legal Secretary II.

**LEAVES OF ABSENCE WITHOUT PAY - DISCUSSION**

6. Isamara Aispuro, Police Dispatcher, Police Department, for a one-year special leave without pay ending January 2, 2024, with their name to be placed on the eligible lists for Police Dispatcher and Dispatcher II.  
Hire Date: June 1, 2020  
Reason: Outside employment.  
Department Recommendation: Approval.  
Commissioner Tammy Lin made a motion to approve the request. Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Carissa Rosemore.
7. Casey R. Cole, Police Officer I, Police Department, for a four-month special leave without pay ending May 8, 2023, with their job to be saved.  
Hire Date: April 22, 2021  
Reason: Education and medical.  
Department Recommendation: Modification to name on eligible list.  
Commissioner Sunday Gover made a motion to approve modification to name on eligible list. Commissioner Tammy Lin seconded the motion.  
Approved 4-0.  
Speaking for staff was Carissa Rosemore.  
Speaking for the department was Silvia Satrom.
8. Abel Hernandez Jr., Water Utility Parts Buyer, Public Utilities Department, for a one-year special leave without pay ending February 5, 2024, with their job to be saved.  
Hire Date: July 1, 2008  
Reason: Family care.  
Department Recommendation: Modification to job saved for three months.  
Commissioner Tammy Lin made a motion to approve modification to job saved for three months. Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Carissa Rosemore.  
Speaking for the department was Yajaira Gharst.

9. Tawnya M. Ross, Police Dispatcher, Police Department, for a one-year special leave without pay ending February 29, 2024, with their name to be placed on the eligible lists for Police Dispatcher and Dispatcher II.  
Hire Date: November 13, 2018  
Reason: Outside employment.  
Department Recommendation: Approval.

Commissioner Tammy Lin made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Carissa Rosemore.  
Speaking for the department was Silvia Satrom.

**POLICY ITEMS - DISCUSSION**

10. Report on limited and restricted appointments and special shift differential positions for CY 2021 and CY 2022.
11. Request from the Personnel Director to use a City employee as a rater for the Equipment Operator II examination.
12. Request from the Personnel Director to merge the current Code Compliance Officer (T10867) eligible list with the new Code Compliance Officer (T11706) eligible list.
13. Request from the Human Resources Department to exempt six Program Coordinator positions from the Classified Service.
14. Requests from the Purchasing and Contracting Department to exempt a Program Manager and Program Coordinator positions from the Classified Service.
15. Request from the San Diego City Employees' Retirement System to create and exempt a Retirement Investment Officer classification series from the Classified Service.

Report accepted; no vote required.  
Speaking for staff was Carissa Rosemore.

Commissioner Aaron Olsen made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Maritza Duque.

Commissioner Aaron Olsen made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Maritza Duque.

Commissioner Tammy Lin made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Rachel McDonald-Hernandez.

Commissioner Aaron Olsen made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Rachel McDonald-Hernandez.

Commissioner Aaron Olsen made a motion to approve the request.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Rachel McDonald-Hernandez.

16. Staff recommendations on special salary adjustments, new classifications, and classification deletions for the Fiscal Year 2024 Salary Ordinance.

Recommended for Approval:

- 1) Aquatics Technician Series
- 2) Communications Technician Series
- 3) Compliance Officer Series
- 4) Court Support Clerk Supervisor
- 5) Custody Transport Officer
- 6) Heavy Truck Driver Series
- 7) Latent Print Examiner Aide
- 8) Nursery Supervisor & Nursery Gardener
- 9) Parking Meter Technician
- 10) Plant Technician Series
- 11) Project Officer II
- 12) Recreation Aide
- 13) Traffic Signal Technician Series

Alternative Recommendation:

- 14) Electrician & Street Lighting Electrician
- 15) Environmental Services Code Compliance Series
- 16) Park Designer
- 17) Pesticide Applicator (Golf)
- 18) Plant Process Control Electrician & Plant Process Control Specialist Series

Not Recommended for Approval:

- 19) District Manager
- 20) Marine Mechanic
- 21) Outside Service Golf Course Attendant
- 22) Water Plant Operator series

Speaking for staff was Rachel McDonald-Hernandez.

Recommended for Approval:

- 1) **Aquatics Technician Series – Request for Special Salary Adjustment of 30%**  
Commissioner Tammy Lin made a motion to approve a special salary adjustment of 25% for the Aquatics Technician I, Aquatics Technician II, and Aquatics Technician Supervisor classifications. Commissioner Aaron Olsen seconded the motion. Approved 4-0.
- 2) **Communications Technician Series – Request for Special Salary Adjustment of 30%**  
Commissioner Sunday Gover made a motion to approve a special salary adjustment of 20% for the Apprentice I – Communications Technician, Apprentice II – Communications Technician, Communications Technician, Senior Communications Technician, Communications Technician Supervisor and Senior Communications Technician Supervisor classifications. Commissioner Aaron Olsen seconded the motion. Approved 4-0.  
Speaking for Local 127 was Tim Douglass.  
Speaking for MEA was Nick Wright.  
Speaking was Wesley Greeson.
- 3) **Compliance Officer Series – Request for New Classification Series**  
Commissioner Aaron Olsen made a motion to approve the creation of new classifications

of Supervising Compliance Officer, Senior Compliance Officer, Associate Compliance Officer, Assistant Compliance Officer, and Compliance Officer Trainee at monthly salaries of approximately \$11,215, \$9,949, \$8,623, \$6,794, and \$5,874, respectively.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

**4) Court Support Clerk Supervisor – Request for New Classification**

Commissioner Aaron Olsen made a motion to approve the creation of a new Court Support Clerk Supervisor classification, at a monthly salary of approximately \$4,919.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

**5) Custody Transport Officer – Request for Classification Deletion**

Commissioner Sunday Gover made a motion to approve the deletion of the Custody Transport Officer classification.

Commissioner Tammy Lin seconded the motion.

Approved 4-0.

**6) Heavy Truck Driver Series – Request for Special Salary Adjustment of 5-24%**

Commissioner Sunday Gover made a motion to approve a special salary adjustment of 40% for the Heavy Truck Driver I and Heavy Truck Driver II classifications.

Vice-President Nicolaz Portillo seconded the motion.

Approved 4-0.

- 7) **Latent Print Examiner Aide – Request for Special Salary Adjustment of 15%**  
Commissioner Tammy Lin made a motion to approve a special salary adjustment of 5% for the Latent Print Examiner Aide, Latent Print Examiner I, Latent Print Examiner II, Latent Print Examiner III, and Supervising Latent Print Examiner classifications.  
Commissioner Aaron Olsen seconded the motion.  
Commissioner Sunday Gover dissenting.  
Approved 3-1.
- 8) **Nursery Supervisor & Nursery Gardener – Request for Special Salary Adjustment of 20%**  
Commissioner Sunday Gover made a motion to approve a special salary adjustment of 20% for the Nursery Gardener and Nursery Supervisor classifications.  
Commissioner Tammy Lin seconded the motion.  
Approved 4-0.
- 9) **Parking Meter Technician – Request for Special Salary Adjustment of 25%**  
Commissioner Tammy Lin made a motion to approve a special salary adjustment of 25% for the Parking Meter Technician, Senior Parking Meter Technician, and Parking Meter Supervisor classifications.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.
- 10) **Plant Technician Series – Request for Special Salary Adjustment of 20%**  
Commissioner Sunday Gover made a motion to approve a special salary adjustment of

36% for the Plant Technician I, Plant Technician II, Plant Technician III, Plant Technician Supervisor, Senior Plant Technician Supervisor, and Principal Plant Technician Supervisor classifications. Commissioner Tammy Lin seconded the motion. Approved 4-0.

**11) Project Officer II – Request for Special Salary Adjustment of 15%**

Commissioner Aaron Olsen made a motion to approve a special salary adjustment of 15% for the Project Assistant, Project officer I, and Project Officer II classifications. Commissioner Tammy Lin seconded the motion. Approved 4-0. Speaking for the department was Louis Merlin. Speaking for MEA was Nick Wright. Speaking was Charles Daniels.

**12) Recreation Aide – Request for Special Salary Adjustment of 20%**

Commissioner Sunday Gover made a motion to approve a special salary adjustment of 20% for the Recreation Aide, Recreation Leader I, Recreation Leader II, Golf Operations Assistant, and Golf Operations Supervisor classifications. Commissioner Tammy Lin seconded the motion. Commissioner Aaron Olsen dissenting. Approved 3-1. Speaking for the department was Louis Merlin. Speaking for MEA was Nick Wright.

**13) Traffic Signal Technician Series – Request for Special Salary Adjustment of 5-40%**  
Commissioner Sunday Gover



made a motion to approve a special salary adjustment of 30% for the Traffic Signal Technician I, Traffic Signal Technician II, and Traffic Signal Supervisor classifications.

Commissioner Tammy Lin seconded the motion.

Approved 4-0.

Speaking for Local 127 was Tim Douglass.

Speaking for the department were Kris McFadden and Jorge Riveros.

Speaking was Daniel Hansen.

Alternative Recommendation:

**14) Electrician and Street Lighting Electrician – Request for Special Salary Adjustment of 5-50%; Request for New Classification**

Commissioner Aaron Olsen made a motion to approve the creation of a new Street Lighting Electrician classification at a monthly salary of approximately \$7,568.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

Commissioner Tammy Lin made a motion to approve a special salary adjustment of 20% for the Electrician and Electrician Supervisor classifications.

Vice-President Nicolaz Portillo seconded the motion.

Approved 4-0.

Speaking for Local 127 was Tim Douglass.

Speaking for the department were Kris McFadden, Jorge Riveros, and Juan Aguirre.

Speaking were Charles Daniels, Paul Johnson, Raymond Hughes, and Armando Burrell.

**15) Environmental Services Code Compliance Series – Request for New Classification Series**

Commissioner Aaron Olsen made a motion to deny the creation of a new Environmental Services Code Compliance Officer classification series and approve a special salary adjustment of 32% for the Code Compliance Officer, Code Compliance Supervisor, Senior Code Compliance Supervisor, Police Code Compliance Officer, and Police Code Compliance Supervisor classifications. Commissioner Tammy Lin seconded the motion. Approved 4-0.

**16) Park Designer – Request for Special Salary Adjustment of 10-17.7% - Request for Title Change**

Commissioner Tammy Lin made a motion to approve title changes of Park Designer to Landscape Designer and Assistant Park Designer to Assistant Landscape Designer. Commissioner Aaron Olsen seconded the motion. Approved 4-0. Commissioner Tammy Lin made a motion to approve a special salary adjustment of 15% for the Park Designer and Assistant Park Designer classifications. Commissioner Sunday Gover seconded the motion. Approved 3-1. Commissioner Aaron Olsen dissenting. Speaking for MEA was Nick Wright. Speaking for the department were Darren Genova, Akram Bassyouni, Louis Merlin, Michelle Abella-Shon, and Kathleen Brand.

**17) Pesticide Applicator (Golf) – Request for New Classification**

Commissioner Aaron Olsen made a motion to deny the creation of a new Pesticide Applicator (Golf) classification and approve a special salary adjustment of 10% for the Pesticide Applicator and Pesticide Supervisor classifications.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

**18) Plant Process Control Electrician & Plant Process Control Specialist Series – Request for Special Salary Adjustment of 30%; Request for New Classification Series**

Commissioner Aaron Olsen made a motion to approve a special salary adjustment of 20% for the Plant Process Control Electrician and Plant Process Control Supervisor classifications and deny the creation of a new Plant Process Control Specialist classification and Plant Process Control Specialist Supervisor classification.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

Speaking for Local 127 were Tim Douglass and Epifanio 'Rocky' Rios.

Speaking for MEA was Nick Wright.

Speaking for the department was Eddie Salinas.

Speaking was Daniel Orozco.

Not Recommended for Approval:

**19) District Manager – Request for Special Salary Adjustment of 10%**

Commissioner Tammy Lin made a motion to deny the request of a special salary

adjustment for the District Manager classification. Commissioner Aaron Olsen seconded the motion. Approved 3-1. Commissioner Sunday Gover dissenting.

**20) Marine Mechanic – Request for Special Salary Adjustment of 23-30%**

Commissioner Tammy Lin made a motion to approve a special salary adjustment of 25% for the Marine Mechanic classification.

Commissioner Sunday Gover seconded the motion.

Approved 3-1.

Commissioner Aaron Olsen dissenting.

Speaking for Local 127 was Tim Douglass.

Speaking for the department were James Gartland and David Dalager.

**21) Outside Service Golf Course Attendant – Request for New Classification**

Commissioner Tammy Lin made a motion to deny the creation of a new Outside Service Golf Course Attendant classification.

Commissioner Sunday Gover seconded the motion.

Approved 4-0.

**22) Water Plant Operator Series – Request for Special Salary Adjustment of 20%**

Commissioner Tammy Lin made a motion to approve a special salary adjustment of 15% for the Assistant Water Plant Operator, Water Plant Operator, Senior Water Plant Operator, Water Operations Supervisor, Senior Water Operations Supervisor, and Water Production Superintendent classifications. Commissioner Sunday Gover

seconded the motion.  
Approved 4-0.  
Speaking for Local 127 was Tim Douglass.  
Speaking for the department was David Dalager.  
Speaking were Glenda Evans and Henry Ross.

17. Priscilla R. Acosta, appealing their conviction record disqualification for the position of Disposal Site Representative.

Commissioner Tammy Lin made a motion to approve the appeal.  
Commissioner Aaron Olsen seconded the motion.  
Approved 4-0.  
Speaking for staff was Dylan Cooper.  
Speaking was Priscilla R. Acosta.  
Speaking was Martha Acosta.

18. Antwon D. Ethridge, appealing their conviction record disqualification for the position of Laborer.

Commissioner Tammy Lin made a motion to approve the appeal.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.  
Speaking for staff was Dylan Cooper.  
Speaking was Antwon D. Ethridge.

**UNFINISHED BUSINESS**

19. Election of Officers.

Commissioner Sunday Gover nominated Commissioner Tammy Lin for President.  
Commissioner Aaron Olsen seconded the motion.  
Approved 3-1.  
Vice-President Nicolaz Portillo abstaining.  
Commissioner Aaron Olsen nominated Commissioner Nico Portillo for Vice-President.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.

20. Staff recommendation on new classification for the Fiscal Year 2024 Salary Ordinance.

Not Recommended for Approval:  
Police 911 Dispatcher

Commissioner Tammy Lin made a motion to approve the creation of a new Police 911 Dispatcher classification, at a monthly salary of approximately \$5,098.  
Commissioner Sunday Gover seconded the motion.  
Approved 4-0.

Speaking for staff was Rachel McDonald-Hernandez.  
Speaking for MEA was Nick Wright.

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

- 21. Tareq A. Asfour, Fire Dispatcher, Fire-Rescue Department, for a six-month special leave without pay ending August 14, 2023, with their job to be saved.  
Hire Date: August 21, 2021  
Reason: Military Leave.  
Department Recommendation: Approval.

**LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED**

- 22. Samiera Palaseyed, Supervising Management Analyst, Engineering & Capital Projects Department, for a leave of absence from the Classified Service effective December 24, 2022, while temporarily filling an unclassified position with their 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	06	Family/Childcare/Maternity	01
Leave requests with job saved	03	Education/Training	01
Leave requests with name on list	02	Medical	00
Unclassified	01	Relocation	00
		Outside Employment	02
		Unclassified	01
		Other	01

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**ITEMS FOR INFORMATION**

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**NEW BUSINESS**

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**ADJOURNMENT**

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At 1:01 p.m., the Commission convened into open session.

At 1:05 p.m., Commissioner Aaron Olsen joined the meeting.

At 3:10 p.m., Vice-President Nicolaz Portillo called for a break.

At 3:24 p.m., the meeting continued.

At 5:02 p.m., Vice-President Nicolaz Portillo called for a break.

At 5:12 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 5:48 p.m.

Nicolaz Portillo, Vice-President