

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

MINUTES

Thursday, September 3, 2015, at 1:00 p.m.
Civil Service Commission Room, Civic Center Plaza
1200 Third Avenue, Suite 300
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Mattheus E. Stephens at 1:00 p.m. Also present were Vice-President Joseph R. Kloberdanz, Commissioner Kathryn F. Ashworth, Commissioner Maricela Amezola, and Commissioner Reverend Clyde E. Gaines.

- B. The staff was represented by Personnel Director Hadi Dehghani, Assistant Personnel Director Yajaira Gharst, and Assistant to the Director Saba Berenji. Serving as legal advisor to the Commission was Senior Deputy City Attorney Stuart H. Swett.

San Diego Civil Service Commission

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ITEMS FOR ACTION

NOTE: The Commission will immediately go into closed session at 12:00 p.m. The regular business meeting will begin at 1:00 p.m.

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

Present were President Mattheus E. Stephens, Vice-President Joseph R. Kloberdanz, Commissioner Kathryn F. Ashworth, Commissioner Maricela Amezola, and Commissioner Reverend Clyde E. Gaines.

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."

The Commission and Personnel Director thanked Commissioner Fletcher for his service on the Commission and to the City of San Diego. Commissioner Fletcher offered comments reflecting on his experience as a Civil Service Commissioner.

President Stephens welcomed Commissioner Reverend Clyde E. Gaines as Commissioner Fletcher's replacement to the Commission.

CONSENT AGENDA (Items 2 and 3 can be approved with one motion.)

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| 2. | Approval of the minutes for the regular business meeting of July 9, 2015. | Approved. |
| 3. | Leave of Absence Without Pay - In Order. Items 22 through 34. | Approved. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 4. | <p>Ryan W. Larson, Police Officer II, Police Department, for a one-year special leave without pay ending July 15, 2016, with his name to be placed on the eligible list for Police Officer II.
 Hire Date: February 3, 2012
 Reason: Outside employment.
 Department Recommendation: Approval.</p> | <p>Approved.
 (Commissioner Gaines dissenting.)
 Speaking for staff was Darren Keenaghan.</p> |
| 5. | <p>Thomas H. Nguyen, Police Officer I, Police Department, for a one-year special leave without pay ending August 18, 2016, with his job to be saved.
 Hire Date: August 16, 2013
 Reason: Education.
 Department Recommendation: Modification to name on eligible list.</p> | <p>Approved.
 (Commissioner Gaines dissenting.)
 Speaking for staff was Darren Keenaghan.</p> |
| 6. | <p>Macaine S. Piercy, Police Officer II, Police Department, for a one-year special leave without pay ending August 3, 2016, with his name to be placed on the eligible list for Police Officer II.
 Hire Date: October 26, 2012
 Reason: Outside employment.
 Department Recommendation: Approval.</p> | <p>Approved.
 (Commissioner Gaines dissenting.)
 Speaking for staff was Darren Keenaghan.</p> |
| 7. | <p>Jose L. Ramos Jr., Police Officer II, Police Department, for a one-year special leave without pay ending August 6, 2016, with his name to be placed on the eligible list for Police Officer II.
 Hire Date: February 2, 2001
 Reason: Outside employment.
 Department Recommendation: Approval.</p> | <p>Approved.
 (Commissioner Gaines dissenting.)
 Speaking for staff was Darren Keenaghan.</p> |

8. Guotao Zeng, Police Investigative Service Officer I, Police Department, for a one-year special leave without pay ending September 11, 2016, with his name to be placed on the eligible list for Police Investigative Service Officer I.
Hire Date: May 3, 2013
Reason: Outside employment.
Department Recommendation: Approval.
- Approved.
(Commissioner Gaines dissenting.)
Speaking for staff was Darren Keenaghan.

POLICY ITEMS - DISCUSSION

9. Request from Honorable Council President Lightner to exempt two Program Manager positions from the Classified Service.
- Approved.
Speaking for staff was Chris Alvarado.
10. Approval of Exceptional Merit Increase for Kevin A. Delliplaine, Associate Management Analyst.
- Approved.
Speaking for staff was Darren Keenaghan.
11. Approval of Exceptional Merit Increase for Jonnabelle L. Domingo, Associate Department Human Resources Analyst.
- Approved.
Speaking for staff was Darren Keenaghan.
12. Approval of Exceptional Merit Increase for Mark L. Frilles, Laboratory Technician.
- Approved.
Speaking for staff was Darren Keenaghan.
13. Approval of Exceptional Merit Increase for Dolores A. Gonzalez, Development Project Manager I.
- Approved.
Speaking for staff was Darren Keenaghan.
14. Approval of Exceptional Merit Increase for Eric M. Gwynn, Laboratory Technician.
- Approved.
Speaking for staff was Darren Keenaghan.
15. Approval of Exceptional Merit Increase for Andy M. Ly, Information Systems Technician.
- Approved.
Speaking for staff was Darren Keenaghan.
16. Approval of Exceptional Merit Increase for Tereza C. Thomas, Assistant Customer Services Supervisor.
- Approved.
Speaking for staff was Darren Keenaghan.

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| 17. | Approval of Exceptional Merit Increase for Bobby C. Towers, Stock Clerk. | Approved.
Speaking for staff was Darren Keenaghan. |
| 18. | Appointment of Joint Apprenticeship Alternate Secretary. | Approved.
Speaking for staff was Dina Marocco. |
| 19. | Request from the Personnel Director to merge the eligible list of the current Senior HVACR Technician (T10510) with the new Senior HVACR Technician (T10844) eligible list. | Approved.
Speaking for staff was Anne Lamem-Aban. |
| 20. | Revisions to Personnel Manual Index Code C-3 and Addendum to Index Code G-3. | Approved.
Speaking for staff was Hadi Dehghani. |
| 21. | Recruitment Status of Positions Added to FY2016. | Report Accepted.
Speaking for staff was Hadi Dehghani. |

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

22. Erika G. Bohorquez, Police Officer II, Police Department, for a five-month special leave without pay ending February 11, 2016, with her name to be placed on the eligible list for Police Officer II.
Hire Date: February 3, 2012
Reason: Relocation.
Department Recommendation: Approval.
23. James D. Diaz, Fire Fighter II, Fire-Rescue Department, for a one-year special leave without pay ending September 2, 2016, with his job to be saved.
Hire Date: December 8, 2012
Reason: Family care.
Department Recommendation: Approval.
24. Maria I. Dubay, Word Processing Operator, Police Department, for a one-year special leave without pay ending September 12, 2016, with her name to be placed on the eligible lists for Word Processing Operator and Clerical Assistant II.
Hire Date: December 3, 2001
Reason: Relocation.
Department Recommendation: Approval.

25. Haining W. Schoeneman, Associate Engineer – Mechanical, Public Utilities Department, for a one-year special leave without pay ending August 13, 2016, with her name to be placed on the eligible lists for Associate Engineer – Mechanical and Assistant Engineer – Mechanical.
Hire Date: April 14, 2014
Reason: Relocation with spouse.
Department Recommendation: Approval.
26. Da’Ron A. Terry, Laborer, Public Utilities Department, for a one-year special leave without pay ending August 7, 2016, with his name to be placed on the eligible lists for Laborer, Lake Aide I, and Work Service Aide.
Hire Date: April 2, 2013
Reason: Education.
Department Recommendation: Approval.
27. David J. Yanez, Deputy City Clerk I, Office of the City Clerk, for a one-year special leave without pay ending August 9, 2016, with his name to be placed on the eligible lists for Deputy City Clerk I and Clerical Assistant II.
Hire Date: December 7, 2013
Reason: Education.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY - UNCLASSIFIED

28. Laura C. Black, Development Project Manager II, Development Services Department, for a leave of absence from the Classified Service effective May 25, 2015, while filling an unclassified position with her name to be placed on the appropriate eligible list.
29. Stacy M. Gilhooly, Supervising Management Analyst, Police Department, for a leave of absence from the Classified Service effective August 1, 2015, while temporarily filling an unclassified position with her job to be saved.

30. Raul Gudino, Senior Budget Development Analyst, Financial Management Department, for a leave of absence from the Classified Service effective June 15, 2015, while temporarily filling an unclassified position with his job to be saved.
31. Erik D. Hanson, Senior Department Human Resources Analyst, Public Utilities Department, for a leave of absence from the Classified Service effective July 20, 2015, while filling an unclassified position with his name to be placed on the appropriate eligible list.
32. Kyle R. Meaux, Supervising Management Analyst, Police Department, for a leave of absence from the Classified Service effective August 1, 2015, while filling an unclassified position with his name to be placed on the appropriate eligible list.
33. Mahoe A. Nakanelua, Supervising Management Analyst, Fire-Rescue Department, for a leave of absence from the Classified Service effective June 11, 2015, while temporarily filling an unclassified position with his job to be saved.
34. Catina S. Soto, Executive Secretary, Police Department, for a leave of absence from the Classified Service effective June 24, 2015, while temporarily filling an unclassified position with her job to be saved.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

Total Leave Requests	18	Family/Childcare/Maternity	01
Leave requests with job saved	02	Education/Training	03
Leave requests with name on list	09	Medical	00
Unclassified	07	Relocation	03
		Outside Employment	04
		Unclassified	07
		Other	00

CLOSED SESSION

At 12:25 p.m. the Commission met in Closed Session with the following agenda:

- I. Deliberation on disciplinary appeals pursuant to Government Code Section 54957:
 - a. 2014-2 – Termination upheld.

ADJOURNMENT

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

At 1:31 p.m. President Stephens again welcomed Commissioner Reverend Clyde E. Gaines to his second term on the Commission, having previously served from 1990-1995.

At 1:40 p.m. Commissioner Kathryn F. Ashworth announced her resignation after twelve and a half years of service to the City of San Diego Civil Service Commission.

There being no further business, the meeting was adjourned at 1:53 p.m.

Mattheus E. Stephens, President