

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

MINUTES

Thursday, February 4, 2016, at 1:00 p.m.
12th Floor Council Committee Room
202 C Street
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Mattheus E. Stephens at 1:32 p.m. Also present were Vice-President Joseph R. Kloberdanz, 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 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."

President Stephens acknowledged Christia Davis as the Personnel Department's Employee of the Quarter.

President Stephens also acknowledged Black History Month.

CONSENT AGENDA (Items 2 through 4 can be approved with one motion.)

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| 2. | Approval of the minutes for the regular business meeting of December 3, 2015. | Approved. |
| 3. | Leave of Absence Without Pay - In Order. Items 25 through 34. | Approved. |
| 4. | Minutes of the San Diego City Civil Service Commission Joint Apprenticeship Committee meeting of June 24, 2015. | Approved. |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 5. | <p>Joshua A. Carlton, Grounds Maintenance Worker II, Park & Recreation Department, for a one-year (third extension) special leave without pay ending December 1, 2016, with his name to be placed on the eligible lists for Grounds Maintenance Worker II and Grounds Maintenance Worker I.
 Hire Date: January 13, 2007
 Reason: Maintain employment eligibility.
 Department Recommendation: Approval.</p> | <p>Approved.
 Speaking for staff was Darren Keenaghan.</p> |
| 6. | <p>Arnulfo Chavarin, Electrician, Transportation & Storm Water Department, for a one-year special leave without pay ending December 16, 2016, with his job to be saved.
 Hire Date: January 22, 2008
 Reason: Detained pending trial.
 Department Recommendation: Denial.</p> | <p>Denied.
 Speaking for staff was Darren Keenaghan.
 Speaking for the department was Kristy Reeser.</p> |
| 7. | <p>Dudley A. Ebueng-Ward, Police Officer II, Police Department, for a one-year special leave without pay ending November 28, 2016, with his job to be saved.
 Hire Date: January 16, 2009
 Reason: Outside employment.
 Department Recommendation: Modification to name on eligible list.</p> | <p>Approved with modification to name on eligible list.
 Speaking for staff was Darren Keenaghan.</p> |

8. Frank R. Freer, Fire Fighter II, Fire-Rescue Department, for a one-year special leave without pay ending January 20, 2017, with his name to be placed on the eligible list for Fire Fighter II.
Hire Date: March 2, 2013
Reason: Outside employment.
Department Recommendation: Approval. Approved.
Speaking for staff was Darren Keenaghan.
Speaking for the department was Curt Glaser.
9. Sarah L. Johnson, Police Dispatcher, Police Department, for a one-year special leave without pay ending December 21, 2016, with her name to be placed on the eligible list for Police Dispatcher.
Hire Date: December 1, 2014
Reason: Outside employment.
Department Recommendation: Approval. Approved.
Speaking for staff was Darren Keenaghan.
10. Tania Serhan, Senior Management Analyst, Police Department, for a one-year special leave without pay ending January 10, 2017, with her name to be placed on the eligible lists for Senior Management Analyst and Associate Management Analyst.
Hire date: October 26, 2012
Reason: Outside employment.
Department Recommendation: Approval. Approved.
Speaking for staff was Darren Keenaghan.
11. Scott R. Trafton, Fire Fighter II, Fire-Rescue Department, for a six-month (first extension) special leave without pay ending July 1, 2016, with his job to be saved.
Hire Date: March 27, 2004
Reason: Family care.
Department Recommendation: Approval. Approved.
Speaking for staff was Darren Keenaghan.

POLICY ITEMS - DISCUSSION

12. Approval of Exceptional Merit Increase for Robert R. Andrews, Development Project Manager I. Approved.
Speaking for staff was Darren Keenaghan.
13. Approval of Exceptional Merit Increase for Approved.

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| Maureen R. Brungardt, Supervising
Department Human Resources Analyst. | Speaking for staff was Darren
Keenaghan. |
| 14. Approval of Exceptional Merit Increase for
Brent M. Krohn, Procurement Specialist. | Approved.
Speaking for staff was Darren
Keenaghan. |
| 15. Appointments to the San Diego Civil Service
Commission Joint Apprenticeship Committee:
Roy Kirby – nominated for appointment as the
Chair.
Gary Timm and Wesley Greeson – nominated
for appointment as Alternate Management
Members. | Approved.
Speaking for staff was Dina Marocco. |
| 16. Request from the Personnel Director to merge
the eligible list of the current Accountant
Trainee (T10565) with the new Accountant
Trainee (T10906) eligible list. | Approved.
Speaking for staff was Dina Marocco. |
| 17. Report from the Personnel Director on limited
and restricted appointments and special shift
differential positions. | Report Accepted.
Speaking for staff was Hadi Dehghani. |
| 18. Request from the Environmental Services
Department to exempt a Principal Planner
position from the Classified Service. | Approved.
Speaking for staff was Chris Alvarado.
Speaking for the department was
Darren Greenhalgh. |
| 19. Request from the Performance & Analytics
Department to exempt a Program Manager
position and three Program Coordinator
positions from the Classified Service. | Continued.
Speaking for staff was Chris Alvarado.
Speaking for the department was Almis
Udrys.
Speaking for MEA were Michael
Zucchet and Nancy Roberts. |
| 20. Staff recommendations on new classes for the
Fiscal Year 2017 Salary Ordinance. | Approved.
Speaking for staff was Chris Alvarado. |
| 21. Larry J. Blackman Jr., appealing his conviction
record disqualification for the position of
Carpenter. | Approved.
Speaking for staff was David Dalager.
Speaking was Larry J. Blackman Jr.,
Courtisa Blackman, and Larry J.
Blackman Sr. |

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| 22. | Robert D. Catlin III, appealing his conviction record disqualification for the position of Laborer. | Approved.
Speaking for staff was David Dalager.
Speaking was Robert D. Catlin III, Robert D. Catlin II, and Richard Trisby. |
| 23. | Gabriel T. Swan, appealing his medical disqualification for the position of Laborer. | Denied.
Speaking for staff was David Dalager. |
| 24. | David E. Cisneros, appealing his disqualification from the Fire Engineer Performance Test. | Denied.
Speaking for staff was Christia Davis.
Speaking was David E. Cisneros. |

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

25. Roselyn D. Aquino, Paralegal, Office of the City Attorney, for a one-month special leave without pay ending February 28, 2016, with her job to be saved.
Hire Date: April 6, 2009
Reason: Education.
Department Recommendation: Approval.
26. Ryan S. Ferguson, Fire Recruit, Fire-Rescue Department, for a three-month special leave without pay ending April 8, 2016, with his job to be saved.
Hire Date: November 14, 2015
Reason: Family care.
Department Recommendation: Approval.
27. Rebecca A. Hays, Recycling Specialist II, Environmental Services Department, for a one-year special leave without pay ending December 6, 2016, with her name to be placed on the eligible list for Recycling Specialist II.
Hire Date: September 23, 2013
Reason: Medical.
Department Recommendation: Approval.

28. Graciela Navarro, Senior Personnel Analyst, Personnel Department, for a four-month special leave without pay ending May 1, 2016, with her job to be saved.
Hire Date: March 1, 2007
Reason: Childcare.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED

29. Scott A. Bentley, Golf Course Manager, Park & Recreation Department, for a leave of absence from the Classified Service effective December 10, 2015, 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.
30. Sergio M. Gonzalez, Supervising Management Analyst, Public Utilities Department, for a leave of absence from the Classified Service effective August 4, 2015, while filling an unclassified position with his name to be placed on the appropriate eligible list.
31. Christopher Heiser, Air Operations Chief, Fire-Rescue Department, for a leave of absence from the Classified Service effective December 5, 2015, while filling an unclassified position with his name to be placed on the appropriate eligible list.
32. Tia F. Ramirez, Senior City Attorney Investigator, Office of the City Attorney, for a leave of absence from the Classified Service effective December 7, 2015, while filling an unclassified position with her name to be placed on the appropriate eligible list.

- 33. Raquel A. Torres, Supervising Management Analyst, Development Services Department, for a leave of absence from the Classified Service effective November 21, 2015, while filling an unclassified position with her name to be placed on the appropriate eligible list.

- 34. Michelle C. Yamamoto, Supervising Budget Development Analyst, Financial Management Department, for a leave of absence from the Classified Service effective December 16, 2013, while filling an unclassified position with her name to be placed on the appropriate eligible list.

LEAVES OF ABSENCE WITHOUT PAY - TOTAL

Total Leave Requests	17	Family/Childcare/Maternity	03
Leave requests with job saved	06	Education/Training	01
Leave requests with name on list	05	Medical	01
Unclassified	06	Relocation	00
		Outside Employment	04
		Unclassified	06
		Other	02

CLOSED SESSION

At 12:10 p.m. the Commission met in Closed Session with the following agenda:

- I. Deliberation on disciplinary appeals pursuant to Government Code Section 54957:
 - a. 2015-2 - Termination upheld.
 - b. Michael Carey - Termination reduced to a suspension with a last chance agreement.
 - c. Philip Allan - Termination upheld.

- II. Performance Evaluation of the Personnel Director - Discussed.

ADJOURNMENT

At 1:32 p.m. the Commission convened into open session.

At 3:06 p.m. Commissioner Maricela Amezola left the meeting.

At 3:26 p.m. President Mattheus E. Stephens called for a break.

At 3:38 p.m. the meeting continued.

There being no further business, the meeting was adjourned at 3:58 p.m.

Mattheus E. Stephens, President