

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

Thursday, June 6, 2024, at 11:30 a.m.
Council Closed Session Room – 12th Floor
City Administration Building
202 C Street
San Diego, California 92101

- A. The closed session meeting of the Civil Service Commission was called to order by President Sunday Gover at 11:33 a.m. Also present were Vice President Nicolaz Portillo, Commissioner Samuel Merrill, Commissioner Will Moore, and Commissioner Trang Pham.

- B. The staff was represented by Interim Personnel Director David Dalager, 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

CLOSED SESSION MINUTES

Sunday Gover, President
Nicolaz Portillo, Vice President
Samuel Merrill, Commissioner
Will Moore, Commissioner
Trang Pham, Commissioner

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CLOSED SESSION

The Commission met 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:

Julie Rasco, Director, Human Resources Department
Abby Jarl-Veltz, Deputy Director, Human Resources Department
Jonnabelle Domingo, Supervising Human Resources Officer, Human Resources Department
Hannah Filley, Human Resources Officer, Human Resources Department

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

DCA Assigned: J. Dawson

Employee organization:
Local 127

The purpose of this closed session meeting is to review the City's position and instruct the City's designated representatives for labor negotiations to meet and confer regarding proposed revisions to Personnel Manual Index Code D-3 to allow the Laborer classification to career advance to the Equipment Technician I classification. – Continued.

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

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

Julie Rasco, Director, Human Resources Department
Abby Jarl-Veltz, Deputy Director, Human Resources Department
Jonnabelle Domingo, Supervising Human Resources Officer, Human Resources Department
Hannah Filley, Human Resources Officer, Human Resources Department

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

DCA Assigned: J. Dawson

Employee organizations:

Local 127, Local 145, Local 911, MEA, and POA

The purpose of this closed session meeting is to review the City's position and instruct the City's designated representatives for labor negotiations to meet and confer over the terms and conditions of employment related to mandatory Employee Performance Review Program training for supervisors who supervise Classified employees within one year of becoming a supervisor. – Nothing to report.

3. PUBLIC EMPLOYEE: Deliberation on disciplinary appeal pursuant to California Government Code Section 54957(b)(1): Michael Fink, appealing their termination from the position of Fire Fighter II. – Motion to overturn the termination passed 4-1. Commissioner Moore voting no.
4. PUBLIC EMPLOYEE: Deliberation on disciplinary appeal pursuant to California Government Code Section 54957(b)(1): Georgina Medina, appealing their suspension and termination from the position of Project Assistant. – Motion to uphold the suspension and termination passed 5-0.
5. PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1): Douglass L. Chancey III, appealing their conviction record disqualification for the position of Laborer. – Motion to deny the appeal passed 5-0.

6. PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1):
Alexy Laureano, appealing their conviction record disqualification for the position of Heavy Truck Driver II. – Motion to grant the appeal passed 4-1. Commissioner Moore voting no.
7. PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1):
Lakisha L. Perry, appealing their conviction record disqualification for the position of Laborer. – Motion to grant the appeal failed 2-3. Vice-President Portillo, Commissioner Moore, and Commissioner Pham voting no. Motion to deny the appeal passed 3-2. President Gover and Commissioner Merrill voting no.
8. PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1):
Ivan A. Rodriguez, appealing their conviction record disqualification for the position of Laborer. – Motion to deny the appeal passed 4-1. Commissioner Merrill voting no.
9. PUBLIC EMPLOYMENT – Consideration of Appointment of Personnel Director pursuant to California Government Code section 54957(b)(1): The Civil Service Commission shall consider candidates for the appointment of the Personnel Director. – Nothing to report.
10. CONFERENCE WITH LABOR NEGOTIATORS pursuant to California Government Code section 54957.6:
Designated Representatives – Commission President Sunday Gover and Commissioner Will Moore

In closed session, the Civil Service Commission shall review the salary range and other compensation paid in the form of fringe benefits to the Personnel Director and instruct the Commission’s designated representatives regarding negotiations with the final candidate for the position of Personnel Director. – Nothing to report.

Publicly disclosed in Open Session at 1:47 p.m.

Sunday Gover, President

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

Thursday, June 6, 2024, at 1:00 p.m.
Council Closed Session Room – 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 Sunday Gover at 1:46 p.m. Also present were Vice President Nicolaz Portillo, Commissioner Samuel Merrill, Commissioner Will Moore, and Commissioner Trang Pham.
- B. The staff was represented by Interim Personnel Director David Dalager, 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

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ITEMS FOR ACTION

INTRODUCTION

1. Roll Call.
2. Report Out of Closed Session.

ACTION TAKEN/PENDING

At 1:47 p.m., Saba O'Neal reported out the actions of closed session.

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 3 through 12 can be approved with one motion.)

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| 3. | Approval of the minutes for the regular meeting and closed session meeting of May 2, 2024. | Commissioner Moore made a motion to approve items 3 through 12. Vice President Portillo seconded the motion. Approved 5-0. |
| 4. | Approval of Exceptional Merit Increase for Maria T.M. Custodio, Senior Management Analyst. | |
| 5. | Approval of Exceptional Merit Increase for Brandon G.A. Thompson, Code Compliance Officer. | |
| 6. | Monica R. Langston, Administrative Aide II, Stormwater Department, for a one-year (first extension) special leave without pay ending May 12, 2025, with their name to be placed on the eligible lists for Administrative Aide II and Administrative Aide I.
Hire Date: March 2, 2013
Reason: Family Care.
Department Recommendation: Approval. | |
| 7. | Samuel O. Ramirez, Assistant Fleet Technician, General Services Department, for a one-year special leave without pay ending May 4, 2025, with their name to be placed on the eligible lists for Assistant Fleet Technician, Motive Service Technician, Fleet Attendant, and Motive Service Trainee.
Hire Date: January 23, 2021
Reason: Education.
Department Recommendation: Approval. | |

8. Request from the Engineering and Capital Projects Department to exempt a Deputy Director position from the Classified Service.
9. Request from the Environmental Services Department to exempt a Program Manager position from the Classified Service.
10. Request from the General Services Department to exempt a Program Coordinator position from the Classified Service.
11. Request from the Library Department to exempt a Program Manager position from the Classified Service.
12. Request from the Parks and Recreation Department to exempt a Program Coordinator position from the Classified Service.

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

13. Donald C. Pornan, Senior Traffic Engineer, Transportation Department, for a six-month special leave without pay ending January 5, 2025, with their job to be saved.
Hire Date: March 7, 2000
Reason: Family Care.
Department Recommendation: Modification to name on eligible list.

Vice President Portillo made a motion to approve the request.
President Gover seconded the motion. Approved 4-0. Commissioner Moore abstaining.
Speaking for staff was Jennifer Lamas-Villanueva.
Speaking for the Transportation Department was Chris Gascon.
Speaking for MEA was Cathleen Higgins.
Speaking was Donald C. Pornan.

POLICY ITEMS – DISCUSSION

14. Revisions to Personnel Manual Index Code D-3, Career Advancement (Addendum).

Commissioner Moore made a motion to approve the revisions.
Vice President Portillo seconded the motion.
Approved 5-0.
Speaking for staff was Rachel McDonald-Hernandez.

15. Farhad J. Bastani, appealing the rejection of their application for Associate Engineer - Civil (T11362). Commissioner Moore made a motion to deny the appeal. Vice President Portillo seconded the motion. Approved 5-0. Speaking for staff was Jennifer Lamas-Villanueva.

INFORMATIONAL ITEMS

16. 2023 Equal Employment Opportunity Annual Report. Information item only. Speaking for staff was Darren Keenaghan.
17. Request from Commissioner Moore for a report from the Interim Personnel Director. Information item only. Key Performance Indicators have been updated to better monitor the percentage of supervisors that complete our trainings. Additional Key Performance Indicator will monitor Personnel Change Request forms that are converted to an online approval workflow. Staff is working with consultants to improve the hiring timeline from 272 days to 135 days and conducting team huddles twice a week. Working group meetings including some external departments have been conducted. A “Voice of the Customer” session was held, and Department Directors were invited to send representatives to provide their feedback about the hiring process. Speaking for staff was David Dalager.
18. Request from Commissioner Moore inviting the Chief Operating Officer, or their designee, to address the Civil Service Commission. No report.

ADJOURNMENT

At 1:46 p.m., the meeting commenced.

There being no further business, the meeting was adjourned at 2:20 p.m.

Sunday Gover, President