

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

Thursday, July 11, 2024, at 12:00 p.m.  
Council Chambers Room – 12<sup>th</sup> 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 12:02 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 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. Personnel Director David Dalager left the meeting at 12:38 p.m. prior to the deliberation on the disciplinary appeal of Isaac Jenkins.



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

Thursday, July 11, 2024, at 12:00 p.m.  
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This information will be made available in alternative formats upon request, as required by the Americans with Disabilities Act (ADA), by contacting Robin Recendez at 619-236-6400 or [personnel@sanidiego.gov](mailto:personnel@sanidiego.gov). 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 Robin Recendez at 619-236-6400 or [personnel@sanidiego.gov](mailto:personnel@sanidiego.gov). Requests for disability-related modifications or accommodations required to facilitate meeting participation, including requests for auxiliary aids, services, or interpreters, require different lead times, ranging from five business days to two weeks. Please keep this in mind and provide as much advance notice as possible in order to ensure availability. The Civil Service Commission is committed to resolving accessibility requests swiftly in order to maximize accessibility.

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**CLOSED SESSION**

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The Commission will meet in Closed Session with the following agenda:

1. PUBLIC EMPLOYMENT – Appeal of employment disqualifications pursuant to California Government Code section 54957(b)(1):  
Jaime B. Acosta, appealing their conviction record disqualification for the position of Laborer. – Motion to grant the appeal passed 5-0.
2. PUBLIC EMPLOYEE – Deliberation on disciplinary appeal pursuant to California Government Code Section 54957(b)(1): Isaac Jenkins, appealing their suspension from the position of General Water Utility Supervisor. – Motion to uphold the suspension passed 5-0.

Publicly disclosed in Open Session at 1:01 p.m.

Sunday Gover, President

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

Thursday, July 11, 2024, at 1:00 p.m.  
Council Chambers Room – 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 President Sunday Gover at 1:00 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 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**

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

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**ITEMS FOR ACTION**

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**INTRODUCTION**

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

**ACTION TAKEN/PENDING**

At 1:01 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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| <p>3. Approval of the minutes for the regular meeting and closed session meeting of June 6, 2024, and the special closed and open session meeting of June 12, 2024.</p> <p>4. Approval of Exceptional Merit Increase for Lester M. Del Rosario, Senior Civil Engineer.</p> <p>5. Approval of Exceptional Merit Increase for Josie Martin, Environmental Scientist II.</p> <p>6. Request from the Personnel Director to use a City employee as rater for the Equipment Operator II examination.</p> <p>7. Request from the Personnel Director to merge the current Equipment Technician I eligible list (T11238) with the new Equipment Technician I eligible list (T11842).</p> <p>8. De'Arcy L. Harris, Patch Truck Operator, Transportation Department, for a one-year special leave without pay ending June 7, 2025, with their name to be placed on the eligible list for Patch Truck Operator.<br/>Hire Date: March 30, 1995<br/>Reason: Loss of Commercial Driver License.<br/>Department Recommendation: Approval.</p> | <p>Vice President Portillo made a motion to approve.<br/>Commissioner Pham seconded the motion.<br/>Approved 5-0.</p> |
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9. Katherine E. Padilla, Storm Water Environmental Specialist II, Stormwater Department, for a one-year (first extension) special leave without pay ending June 9, 2025, with their name to be placed on the eligible lists for Storm Water Environmental Specialist II, Environmental Biologist II, Environmental Scientist II, Storm Water Environmental Specialist I, Environmental Biologist I, Environmental Scientist I, Storm Water Inspector I, Hazardous Material/Pretreatment Trainee, Laboratory Technician, Assistant Laboratory Technician, and Laboratory Assistant.  
Hire Date: May 12, 2012  
Reason: Childcare.  
Department Recommendation: Approval.
10. Johnny Stanley, Heavy Truck Driver II, Transportation Department, for a two-month special leave without pay ending August 1, 2024, with their job to be saved.  
Hire Date: September 12, 2023  
Reason: Medical.  
Department Recommendation: Approval.
11. Bernie T. Colon, Police Captain, Police Department, for a leave of absence from the Classified Service effective May 22, 2021, while filling an unclassified position with their name to be placed on the appropriate eligible list.
12. Rudolph G. Tai Jr., Police Captain, Police Department, for a leave of absence from the Classified Service effective December 4, 2021, while filling an unclassified position with their name to be placed on the appropriate eligible list.

**LEAVE OF ABSENCE WITHOUT PAY – DISCUSSION**

13. Richard J. Bedard, Parking Enforcement Officer I, Police Department, for a one-year special leave without pay ending June 7, 2025, with their job to be saved.  
Hire Date: March 2, 2017  
Reason: Outside employment.  
Department Recommendation: Modification to name on eligible list.

Vice President Portillo made a motion to approve the request with modification to name on eligible list. Commissioner Moore seconded the motion.  
Approved 5-0.  
Speaking for staff was Carissa Rosemore.

**POLICY ITEMS – DISCUSSION**

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| 14. | Appointments to the San Diego Civil Service Commission Joint Apprenticeship Committee: Wesley Greeson, nominated for appointment as Chair; Lance Smith, nominated for appointment as Management Member; Samuel Perez, nominated for appointment as Labor Member; Harold Guevara, Angel Martinez, and Gonzalo Quintero nominated for appointment as Alternate Labor Members; Samuel Hagos, nominated for appointment as Secretary; and Edgar Portilla, nominated for appointment as Alternate Secretary. | Commissioner Moore made a motion to approve.<br>Commissioner Pham seconded the motion.<br>Approved 5-0.<br>Speaking for staff was Darren Keenaghan.                            |
| 15. | Revision to Personnel Manual Index Code D-3, Career Advancement (Addendum).   | Commissioner Moore made a motion to approve the request.<br>Vice President Portillo seconded the motion.<br>Approved 5-0.<br>Speaking for staff was Rachel McDonald-Hernandez. |

**INFORMATIONAL ITEMS**

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| 16. | Request from President Gover for a presentation on the key functions and responsibilities of the Personnel Department. | Information item only.<br>Speaking for staff was David Dalager.   |
| 17. | Request from Commissioner Moore for a report from the Personnel Director.  | Information item only.<br>Last fiscal year, Personnel Department expanded the pre-employment medical evaluation program to include the Chula Vista Concentra facility; implemented E-Verify; implemented an online new hire/rehire PCR approval workflow and an online Employment Performance Review workflow; expanded the Outstation program to provide additional support to departments; implemented a new feature in SAP to better monitor employees on long-term disability; and updated over 500 class specifications. For the new fiscal year, major projects will include collaborating with Partners in Public Innovation to cut the hiring timeline in half; pilot testing the hiring process changes and improvements |

to a few select departments; and formalizing a policy to allow candidates who reside outside San Diego county to fingerprint with a vendor. The vacancy rate has dropped from 18% to 12% within the last fiscal year. 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.

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**ADJOURNMENT**

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At 1:00 p.m., the meeting commenced.

There being no further business, the meeting was adjourned at 1:25 p.m.

Sunday Gover, President