

SAN DIEGO COUNTY CIVIL SERVICE COMMISSION
REGULAR MEETING AGENDA
DECEMBER 3, 2025

This meeting was cancelled. All items on this agenda will be placed on the agenda for the Civil Service Commission's meeting on January 7, 2026.

1:30 p.m. CLOSED SESSION: Discussion of Personnel Matters and Pending Litigation

2:30 p.m. OPEN SESSION: Attend in-person at:

County Administration Ctr.	675 El Camino Real
1600 Pacific Highway	OR Palo Alto, California
4 th Floor, Room 402A	
San Diego, California	

Notice pursuant to Government Code Section 54954.2.

CLOSED SESSION AGENDA

County Administration Center, Room 458

Members of the public may be present at this location to hear the announcement of the closed session agenda.

A. Commissioner Coleman: CONSIDERATION OF PUBLIC EMPLOYEE DISCIPLINE (GOV. CODE SEC. 54957(B)) Miguel Peñalosa, Esq., on behalf of **2025-007P**, Deputy Sheriff, appealing an Order of Immediate Suspension from the Sheriff's Office.

OPEN SESSION AGENDA

NOTE: If you want to provide oral input on an agenda item, please follow the instructions on the first page. A total of five minutes will be allocated for input on each of the agenda items unless additional time is requested at the outset and approved by the Commission President. If you are an appellant or complainant, you may identify yourself to the Commission using the number you have been assigned or your name. If you are speaking for an appellant or complainant, please use their assigned number. If you are a Peace Officer, please only use your assigned case number to identify yourself.

ORDER OF BUSINESS

A. **ROLL CALL**

B. **APPROVAL OF MINUTES:** Regular meeting of November 5, 2025.

C. **NON-AGENDA PUBLIC COMMENT:** Members of the public may address any matter relating to the Civil Service Commission, other than the items that are on this agenda.

D. **AGENDA ITEM DISCUSSION:** Any attendee can pull an agenda item for discussion. If you're attending in person, and you would like to pull an agenda item for discussion, please stand and identify yourself by name or number and we will return to your item after the consent agenda is approved. If you are speaking for an appellant or complainant, please use their assigned number. If you joined the meeting using Zoom, please use the Q&A function on the bottom portion of the screen to inform Commission staff of the agenda item you want to speak about. If you dialed into today's meeting, you may press *9 to "Raise Your Hand" to alert Commission staff.

E. **FORMATION OF CONSENT AGENDA**

F. **DISCUSSION ITEMS**

AGENDA ITEMS

CONFIRMATION OF ASSIGNMENTS

1. Commissioner Montenegro: Miguel A. Peñalosa Jr., Esq. on behalf of **2025-038P**, Deputy Probation Officer, appealing a Final Order of Removal and Charges from the Probation Department.
2. Commissioner McGovern: Jennifer Spirit, Sr. Advocacy Center Organizer, SEIU Local 221, on behalf of **2025-039**, former Stock Clerk, appealing a Final Order of Termination and Charges from the Sheriff's Office.

DISCIPLINE

Findings

3. Commissioner Coleman: Miguel Peñalosa, Esq., on behalf of **2025-007P**, Deputy Sheriff, appealing an Order of Immediate Suspension from the Sheriff's Office.

FINDINGS AND RECOMMENDATIONS:

REQUEST TO SEAL PERFORMANCE APPRAISAL

4. **2025-040**, Animal Control Officer, Department of Animal Services, requesting the sealing of a performance appraisal covering the period April 4, 2024, to April 3, 2025.

RECOMMENDATION: Deny Request

ADJOURNED:

ASSISTANCE FOR THE DISABLED: Agendas and records are available in alternative formats upon request. Contact the Civil Service Commission office at (619)531-5751 with questions or to request a disability-related accommodation. Individuals requiring sign language interpreters should contact the Americans with Disabilities Coordinator at (619)531-4908. To the extent reasonably possible, requests for accommodation or assistance should be submitted at least 24 hours in advance of the meeting so that arrangements may be made. An area in the front of the room is designated for individuals requiring the use of wheelchair or other accessible devices.