

**SAN DIEGO COUNTY CIVIL SERVICE COMMISSION  
REGULAR MEETING AGENDA  
JANUARY 7, 2026**

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

2:30 p.m.    OPEN SESSION:    OPEN SESSION: Attend in-person at the County Administration Center, 1600 Pacific Highway, 4<sup>th</sup> Floor, Room 402A, San Diego, California, or via videoconference/teleconference

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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.

B.    Commissioner Montenegro:    CONSIDERATION OF PUBLIC EMPLOYEE DISCIPLINE (GOV. CODE SEC. 54957(B)) James J. Cunningham, Esq., on behalf of **2024-064P**, former Deputy Sheriff-Detentions/Court Services, appealing of an Order of Termination and Charges 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**

### **ELECTIONS**

1. Election of President and Vice President of the Civil Service Commission for 2026.

### **CONFIRMATION OF ASSIGNMENTS**

2. 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.

3. 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.

### **LATE APPEAL**

4. Jennifer Fox, President, San Diego Probation Officers Association, on behalf of **2025-042P**, former Deputy Probation Officer, appealing a Final Order of Removal and Charges from the Probation Department, which was filed 24-days late.

RECOMMENDATION: Accept late appeal and assign Commissioner Bassett to be the hearing officer.

### **DISCIPLINE**

#### **Findings**

5. 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:**

6. Commissioner Montenegro: James J. Cunningham, Esq., on behalf of **2024-064P**, former Deputy Sheriff-Detentions/Court Services, appealing of an Order of Termination and Charges from the Sheriff's Office.

#### **FINDINGS AND RECOMMENDATIONS:**

## **REQUEST TO SEAL PERFORMANCE APPRAISAL**

7. **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

8. **2025-041**, Administrative Analyst III, Health and Human Services Agency, requesting the sealing of a performance appraisal covering the period March 9, 2024, to November 7, 2024.

RECOMMENDATION: Deny Request

## **SELECTION PROCESS**

### **Findings**

9. **2025-043**, Applicant, appealing the Department of Human Resources' removal of their name from the employment list for Deputy Sheriff Cadet and Deputy Sheriff Cadet-Detentions/Court Services.

RECOMMENDATION: Ratify. Appellant has been successful in the appellate process provided by Civil Service Rule 4.2.2 and their name has been returned to the employment lists.

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.