

CIVIL SERVICE COMMISSION MINUTES

JUNE 2, 2021

A meeting of the Civil Service Commission was held at 2:32 p.m., via Teleconference.

Present via Teleconference:

Bryan Fletcher
Melissa Johnson
Will Rodriguez-Kennedy
Ira Sharp
Peter B. Smith

Comprising a quorum of the Commission

Support Staff Present via Teleconference:

Todd Adams, Executive Officer
Morgan Foley, Commission Legal Advisor

Approved
Civil Service Commission
August 4, 2021

**SAN DIEGO COUNTY CIVIL SERVICE COMMISSION
REGULAR MEETING AGENDA
JUNE 2, 2021**

- 1:30 p.m. CLOSED SESSION: Discussion of Personnel Matters
and Pending Litigation
- 2:30 p.m. OPEN SESSION: Teleconference - Attendee Phone
Number (Listen Only): 1-800-520-9950
Enter PIN: 4621858 followed by # to confirm.
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Notice pursuant to Government Code Section 54954.2.

**CLOSED SESSION AGENDA
Videoconference - Not open to public**

- A. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (GOV. CODE
SEC. 54957(b)) Title: Executive Officer.

ORDER OF BUSINESS

A. **ROLL CALL**

**Present: Fletcher, Johnson, Rodriguez-Kennedy, Sharp,
Smith**

B. **APPROVAL OF MINUTES:** Meeting of May 5, 2021.

**Motion by Commissioner Rodriguez-Kennedy to approve the
minutes of May 5, 2021; seconded by Commissioner Johnson.**

Motion carried with all Commissioners present in favor.

C. **NON-AGENDA PUBLIC COMMENT:**

None.

D. **AGENDA ITEM DISCUSSION:**

The Commission received a request to pull item #7 for
discussion.

E. FORMATION OF CONSENT AGENDA

Items Nos. 1-6, 8 and 9 formed the Consent Agenda.

Motion by Commissioner Johnson to approve the Consent Agenda; seconded by Commissioner Rodriguez-Kennedy.

Motion carried with all Commissioners present in favor.

F. DISCUSSION ITEMS

Items No. 7 was pulled for discussion.

AGENDA ITEMS

CONFIRMATION OF ASSIGNMENT

1. Commissioner Johnson: James J. Cunningham, Esq., on behalf of **2020-017**, Equipment Operator, appealing a Final Order of Suspension and Charges from the Department of Public Works. (Previously assigned to Commissioner Sharp)

Confirmed.

2. Commissioner Rodriguez-Kennedy: Adriana Meza, Representation Specialist, SEIU Local 221, on behalf of **2021-355**, former Air Quality Inspector I, appealing a Final Order of Removal and Charges from the Air Pollution Control District.

Confirmed.

3. Commissioner Fletcher: **2021-356**, former Equipment Operator, alleging discrimination by the Department of Public Works.

Confirmed.

SELECTION PROCESS

Findings

4. **2021-357**, Applicant, appealing the Department of Human Resources' removal of his name from the employment list for Deputy Sheriff Cadet.

5. **2021-358**, Applicant, appealing the Department of Human Resources' removal of his name from the employment lists for Deputy Sheriff Cadet-Detentions/ Court Services.

6. **2021-359**, Applicant, appealing the Department of Human Resources' removal of her name from the employment lists for Probation Officer I.

Items Nos. 4-6: Ratified.

OTHER MATTERS

Seal Performance Appraisal

7. **2021-360**, Office Assistant, Health and Human Services Agency, requesting the sealing of a performance appraisal covering the period September 25, 2020, to December 25, 2020.

The Employee addressed the Commission with her concerns regarding the effect this performance appraisal will have on future employment opportunities and her concerns regarding it being submitted over 30-days late.

The Department responded with their reasoning as to why the performance appraisal was submitted late; stating that the supervisor was unaware that it was still due because the Employee self-demoted from the position.

The Commission expressed their opinions about late performance appraisals and how departments should follow the Civil Service Rules. The Commission agreed this issue should be addressed at a future meeting.

After a lengthy discussion by all parties, the following motions were made:

Commissioner Rodriguez-Kennedy motioned to grant sealing Employee's Performance Appraisal. Motion failed due to lack of a second.

Commissioner Johnson motioned to deny sealing Employee's Performance Appraisal; seconded by Commissioner Smith. The vote was as follows:

Commissioner Fletcher	NO
Commissioner Johnson	YES
Commissioner Rodriguez-Kennedy	NO
Commissioner Sharp	YES
Commissioner Smith	YES

Motion carried 3 - 2 in favor of denying Employee's request to seal the Performance Appraisal.

Extension of Temporary Appointments

8. Health and Human Services Agency

7 Residential Care Worker II: **2021-361, 2021-362, 2021-363, 2021-364, 2021-365, 2021-366, and 2021-367**

1 Housing Specialist I: **2021-368**

9. Department of Agriculture, Weights & Measures

2 Pest Management Technicians I: **2021-369 and 2021-370**

Item Nos. 8 & 9: Ratified.

ADJOURNED: 3:35 p.m.

ASSISTANCE FOR THE DISABLED:

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