

CIVIL SERVICE COMMISSION MINUTES

June 4, 2025

A regular meeting of the Civil Service Commission was held at 2:30 p.m., in person in room 402-A at the County Administration Center; 1600 Pacific Hwy.; and via Videoconference/Teleconference.

Present:

P. Kay Coleman
Sam McGovern
Joe O. Montenegro
Will Rodriguez-Kennedy

Absent: Laura Bassett

Comprising a quorum of the Commission

Support Staff Present:

Todd Adams, Executive Officer
Morgan Foley, Commission Legal Advisor.

Approved
Civil Service Commission
August 6, 2025

**SAN DIEGO COUNTY CIVIL SERVICE COMMISSION
REGULAR MEETING AGENDA
JUNE 4, 2025**

- 1:30 p.m. CLOSED SESSION: Discussion of Personnel Matters and Pending Litigation
- 2:30 p.m. OPEN SESSION: Attend in-person at the County Administration Center, 1600 Pacific Highway, 4th Floor, Room 402A, San Diego, California; or via videoconference/teleconference

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: CONFERENCE WITH LEGAL COUNSEL - PENDING LITIGATION (GOV. CODE SEC. 54956.9(a)) **2024-045**, Administrative Analyst II, alleging discrimination by Behavior Health Services in the Health and Human Services Agency.

OPEN SESSION MINUTES

ORDER OF BUSINESS

A. **ROLL CALL**

Present: Coleman, McGovern, Montenegro, Rodriguez-Kennedy

Absent: Bassett

B. **WELCOME NEW COMMISSIONER SAM MCGOVERN**

Commissioner Rodriguez-Kennedy introduced the Civil Service Commission's new Commissioner, Sam McGovern. (Please see Commissioner McGovern's bio at [Civil Service Commissioners](#))

C. **COMMISSIONERS AND STAFF REMARKS TO FORMER COMMISSIONER JOHNSON**

It's with a heavy heart that this commission says farewell to Commissioner A. Melissa Johnson. Commissioner Johnson has served on this commission for the last five (5) years; and has been a pleasure to work with. Commissioner Johnson received a plaque from the Commission and a Proclamation from Supervisor Joel Anderson of District 2.

D. **APPROVAL OF MINUTES:** Regular meeting of May 7, 2025.

Motion by Commissioner Coleman to approve the minutes of the regular meeting of May 7, 2025; seconded by Commissioner Montenegro. Motion passed with all in favor.

E. **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.

None.

F. **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.

None.

G. **FORMATION OF CONSENT AGENDA**

Agenda item 5 is automatically pulled for discussion. Therefore, agenda items 1-4 and 6 form today's consent agenda.

Motion by Commissioner Montenegro to approve the Consent Agenda; seconded by Commissioner McGovern. Motion passed with all in favor.

H. **DISCUSSION ITEMS**

Item No. 5

AGENDA ITEMS

CONFIRMATION OF ASSIGNMENTS

1. Commissioner Rodriguez-Kennedy: David J. Lopez, Esq., on behalf of **2025-026P**, former Deputy Sheriff-Detentions/Court Services, appealing an Order of Termination and Charges from the Sheriff's Office.

Confirmed.

2. Commissioner Montenegro: Rico J. Dominguez, Esq., on behalf of **2024-040P** and **2024-041P**, Deputy Probation Officers, appealing the Citizens' Law Enforcement Review Board's sustained finding. (Formerly assigned to former Commissioner Johnson.)

Confirmed.

3. Commissioner McGovern: **2025-005**, former Criminalist I, appealing an Order of Termination and Charges from the Sheriff's Office. (Formerly assigned to former Commissioner Johnson.)

Confirmed.

4. Commissioner Bassett: **2025-008**, former Community Health Program Specialist, appealing a Final Order of Removal and Charges from the Department of Strategy and Community Engagement in the Health and Human Services Agency. (Formerly assigned to former Commissioner Johnson.)

Confirmed.

DISCRIMINATION

Findings

5. Commissioner Coleman: **2024-045**, Administrative Analyst II, alleging discrimination by Behavior Health Services in the Health and Human Services Agency.

Both the Appellant and the Department addressed the Commission and after listening to both sides, Commissioner Coleman, after consulting with the Commission attorney, decided to continue this until the next Commission meeting.

Motion by Commissioner Coleman to continue until the next Commission meeting; seconded by Commissioner Montenegro. Motion passed with all in favor.

REQUEST TO SEAL PERFORMANCE APPRAISAL

6. **2025-027**, Administrative Analyst II, Health and Human Services Agency, requesting the sealing of a performance appraisal covering the period October 27, 2023, to October 26, 2024.

RECOMMENDATION: Grant Request

Request granted.

ADJOURNED: 3:10 p.m.

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