

**CIVIL SERVICE COMMISSION MINUTES**

**September 2, 2020**

A meeting of the Civil Service Commission was held at 2:30 p.m.,  
via Teleconference.

Present via Teleconference:

Dale Bailey  
A.Y. Casillas  
Bryan Fletcher  
Ira Sharp  
Peter B. Smith

Comprising a quorum of the Commission

Support Staff Present via Teleconference:

Todd Adams, Executive Officer  
Gena Burns, Commission Legal Advisor

**Approved**  
**Civil Service Commission**  
**October 7, 2020**

**SAN DIEGO COUNTY CIVIL SERVICE COMMISSION  
REGULAR MEETING AGENDA  
SEPTEMBER 2, 2020**

2:00 p.m.            CLOSED SESSION: Discussion of Personnel Matters  
and Pending Litigation

2:30 p.m.            OPEN SESSION: Via Teleconference

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Notice pursuant to Government Code Section 54954.2.

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

- A. Commissioner Casillas: CONFERENCE WITH LEGAL COUNSEL  
- PENDING LITIGATION (GOV. CODE SEC. 54956.9(a))  
**2019-055**, Human Services Specialist, alleging  
discrimination by the Health and Human Services  
Agency.

**OPEN SESSION AGENDA  
Teleconference**

**ORDER OF BUSINESS**

A. **ROLL CALL**

**Present: Bailey, Casillas, Fletcher, Sharp, Smith**

B. **APPROVAL OF MINUTES:** Regular meeting of June 3, 2020.

**Motion by Commissioner Bailey to approve the minutes  
of June 3, 2020; seconded by Commissioner Casillas.**

**Motion carried with all Commissioners in favor.**

- C. **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. (See instructions on first page.)

**None.**

D. **AGENDA ITEM DISCUSSION:**

**None.**

E. **FORMATION OF CONSENT AGENDA**

Item Nos. 1 - 3 and 5 - 11.

**Motion by Commissioner Casillas to approve the Consent Agenda; seconded by Commissioner Sharp.**

**Motion carried with all Commissioners**

F. **DISCUSSION ITEMS**

Item No. 4 pulled for discussion.

**AGENDA ITEMS**

**CONFIRMATION OF ASSIGNMENTS**

1. Commissioner Casillas: **2020-037P**, Deputy Sheriff, appealing an Order of Termination and Charges from the Sheriff's Department.

**Confirmed.**

2. Commissioner Sharp: Greg Thedell, Advocacy Center Organizer, SEIU Local 221, on behalf of **2020-038**, Office Assistant, appealing a Final Order of Suspension from the Health and Human Services Agency.

**Confirmed.**

3. Commissioner Bailey: Jennifer Spirit, Senior Advocacy Center Organizer, SEIU Local 221, on behalf of **2020-039**, former Stock Clerk, appealing an Order of Termination and Charges from the Sheriff's Department.

**Confirmed.**

**DISCRIMINATION**

**Findings**

4. Commissioner Casillas: **2019-055**, Human Services Specialist, alleging discrimination by the Health and Human Services Agency.

**FINDINGS AND RECOMMENDATIONS:**

At the regular meeting of the Civil Service Commission (Commission) on September 4, 2019, the Commission appointed Commissioner A. Y. Casillas to investigate the complaint submitted by 2019-055, Human Services Specialist, which alleged disability discrimination by the Health and Human Services Agency. In accordance with the established rules and procedures of the Commission, the matter was concurrently referred to the Office of Ethics and Compliance ("OEC") for investigation.

The OEC concluded the discrimination investigation and has reported its findings to the Commission. The Investigating Officer has received and reviewed OEC's report and has taken into consideration all documentation submitted in this matter. The Investigating Officer concurs with OEC's Report and has concluded that: the evidence does not support a finding of probable cause that a violation of discrimination laws occurred.

Based on the findings and conclusions set forth above, it is therefore recommended that 2019-055's Rule VI discrimination complaint be denied; and that the Commission approve and file this report with a finding of no probable cause to believe that the Complainant has been unlawfully discriminated against.

**Motion by Commissioner Casillas to approve the Findings and Recommendations; seconded by Commissioner Bailey.**

**Motion carried with all Commissioners in favor.**

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## **SELECTION PROCESS**

### **Findings**

5. **2020-040**, Applicant, appealing the Department of Human Resources' removal of her name from the employment list for Deputy Sheriff Cadet-Detentions/Court Services.
6. **2020-041**, Applicant, appealing the Department of Human Resources' removal of his name from the employment lists for Deputy Sheriff Cadet and Deputy Sheriff Cadet-Detentions/ Court Services.
7. **2020-042**, Applicant, appealing the Department of Human Resources' removal of his name from the employment list for Deputy Sheriff Cadet-Detentions/Court Services.
8. **2020-043**, Applicant, appealing the Department of Human Resources' removal of his name from the employment list for Deputy Sheriff Cadet.

RECOMMENDATION: Ratify items 5-8. Appellants have been successful in the appellate process provided by Civil Service Rule 4.2.2 and their names have been returned to the employment lists.

### **Item Nos. 5 - 8 Ratified**

## **OTHER MATTERS**

### **Extension of Temporary Appointments**

9. Department of Agriculture, Weights and Measures  
2 Insect Detection Specialist II: **2020-044** and **2020-045**
10. Department of Human Resources  
1 Human Resources Analyst: **2020-046**

RECOMMENDATION: Ratify items 9 & 10.

### **Item Nos. 9 - 10 Ratified**

**INFORMATION**

11. Barbara E. Cowan, Esq. on behalf of **2019-053**, former Retirement Analyst, withdrawing his complaint alleging discrimination by the San Diego County Employees Retirement Association. (Commissioner Bailey)

**Withdrawn.**

ADJOURNED: 2:39 p.m.

**NEXT MEETING OF THE CIVIL SERVICE COMMISSION: October 7, 2020**

**ASSISTANCE FOR THE DISABLED:**

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