



CITY OF LOS ANGELES BOARD OF CIVIL SERVICE COMMISSIONERS

AGENDA

COMMISSIONERS

GUY LIPA

President

KARLA M. GOULD

Vice President

JEANNE A. FUGATE

MONIKA KIRENGA

NANCY P. MCCLELLAND

Commissioners

REGULAR MEETING – 10:00 A.M. THURSDAY, AUGUST 28, 2025 IN-PERSON MEETING ROOM 350, PERSONNEL BUILDING 700 EAST TEMPLE STREET LOS ANGELES, CALIFORNIA 90012

In conformance with Government Code § 54950 (The Brown Act) this in-person meeting of the Board of Civil Service Commissioners will permit any person wishing to address the Commission in public comment an opportunity by visiting the posted meeting location of the Commission in-person or by dialing (669) 900-6833, to make a public comment virtually. Follow the prompts and enter the Meeting ID code: **812 3939 7351** followed by the pound sign (#). When asked, enter the passcode **948260** and the pound sign (#) again to continue. Public Comment should be within the subject jurisdiction of the Board. Please dial *9 when the Commission reaches “Public Comment,” item three on this Minutes. The caller will be called upon and the phone or device unmuted. Speakers should state and spell their name for the record before beginning their one minute of public comment.

Digital audio recordings of Commission Board meetings are available for download by sending and detachable storage device for 30 days after each meeting. Information on acquiring an audio copy of a meeting may be obtained by contacting the Commission Office at (213) 473-9107. Website: <http://www.lacity.org>

1. **CALL TO ORDER**

2. **ELECTION OF COMMISSION PRESIDENT AND VICE PRESIDENT**

- a. Board will accept nominations for Commission Vice President
- b. Board will accept nominations for Commission President

3. **PUBLIC COMMENTS ON MATTERS WITHIN BOARD’S JURISDICTION**

Time set aside for the Board to hear comments in person or via Zoom Link on matters of interest to the public that are **within the subject jurisdiction of the Board**. No single speaker shall exceed **one** minute.

Any person who is compensated to monitor, attend or speak at this meeting of the Board of Civil Service Commissioners is required by City law (Los Angeles Municipal Code § 48.01 *et seq.*) to register as a lobbyist and report your activity to the City Ethics Commission.

4. **COMMISSION ACTION ON ROUTINE AND OTHER MATTERS**

Consideration of routine and non-appearance matters under New Business, pages four thru 10 items 6 and 7. Any member may call out an individual item noted within his item for discussion prior to vote.

5. **GENERAL MANAGER’S REPORT**

6. APPEAL UNDER CHARTER SECTION 1016.

a. Philip CARTER, Security Officer, Department of Water & Power.

Discharge effective April 19, 2024.

Report and recommendations of the Board's Hearing Examiner Stephen Biersmith, following the holding of a hearing on September 10, 2024, into the appeal of Mr. Carter.

Pursuant to Government Code 54957, the Civil Service Commission may elect to meet in closed session in order to confer with its legal counsel regarding a matter related to pending litigation or the discipline of an employee under Charter Section 1016. No binding votes will be taken.

The Hearing Examiner recommends that the Board:

A. FIND that the City's *Skelly* due process provisions were met.

B. Causes of Action:

1. SUSTAIN the cause of action of a violation of the Department Administrative Manual §50.04 D-4: Using threats or attempting to harm another employee or the public.
2. SUSTAIN the cause of action of a violation of the Department Administrative Manual §50.04 B-5: Failing to carry out assigned work adequately, directly or promptly.
3. NOT SUSTAIN the cause of action of a violation of the Department Administrative Manual §50.04 B-1: Violating Department rules.

C. FIND that the penalty of Discharge effective April 19, 2024, was appropriate [and within the recommended range]. However, the Hearing Examiner highly recommends that the Department reconsider its decision and assess a lower level of discipline, taking into consideration the fact that the Appellant was remorseful and one of the allegations was not supported by the record as well as the Appellant's length and record of service free from any prior disciplinary action.

D. ADOPT the findings and conclusions in the Hearing Examiner's report as the Board's own.
File No. 55321

COMMISSION ACTION:

Continued from February 13, 2025. After a full discussion, it became clear that the Board was not going to support the penalty of Discharge. The matter was continued to permit the parties time to meet and discuss a settlement with a penalty less than Discharge. On July 7, 2025, both parties confirmed that Settlement discussion had been unsuccessful and the matter should return to the Board for final adjudication.

COMMISSION ACTION

6. APPEAL UNDER CHARTER SECTION 1016 , (Continued)

b. Carlos QUINONEZ, Detention Officer II, Los Angeles Police Department.

Discharge effective October 10, 2024.

A. FIND that the City’s *Skelly* due process provisions were met.

B. Causes of Action:

- 1) SUSTAIN the cause of action that on or about October 6, 2023 the employee while off-duty assaulted on-duty officers from an Outside Agency.
- 2) SUSTAIN the cause of action that the employee while off-duty, failed to cooperate with an outside law enforcement agency during an official investigation.
- 3) SUSTAIN the cause of action that on or about October 6, 2023, the employee, while off-duty, was drunk in public while attending a concert in Denver, Colorado.

C. FIND that the Discharge effective January 13, 2024, while within the recommended range for at least one of the charges sustained, the Hearing Examiner believes that it would be in the best interests of everyone involved for the Board to urge the Department to substitute the Discharge for a penalty less than Discharge and return the Appellant to his position.

D. ADOPT the findings and conclusions the in the Hearing Examiner’s report as the Board’s own.

File No. 55667

COMMISSION ACTION

7. ADMINISTRATIVE ACTIONS

- a. The General Manager recommends that:

Pursuant to Civil Service Rule 4.2, the Board of Civil Service Commissioners shall make the significant changes in the following bulletins promulgated on the date noted a matter of record.

August 8, 2025

Interdepartmental Promotional and Open Competitive

Auto Body Builder and Repairer

Plumber

August 15, 2025

Interdepartmental Promotional

Electrician Supervisor

Mechanical Engineer

Open Competitive

Parking Attendant

- b. Make a matter of record the General Manager's action in approving the use of the following Special Examining Assistants:

1) **CONSTRUCTION INSPECTOR**

Antonio RIOS, Principal Construction Inspector, Department of Airports and Fajila PEREIRA, Senior Construction Inspector, Department of Public Works, Bureau of Contract Administration.

2) **ELECTRIC DISTRIBUTION MECHANIC**

Mark GARCIA and John RUSSO, Electric Distribution Mechanic Supervisors, Department of Water & Power

3) **ELECTRIC DISTRIBUTION MECHANIC SUPERVISOR - INV**

Greg GOLTZ and Anthony CORDOVA, Transmission and Distribution District Supervisors, Department of Water and Power

4) **POWER SHOVEL OPERATOR - MC**

Jaime PULIDO, Water Services Manager and Shawn BUSHLER, Water Utility Supervisor, Department of Water & Power.

5) **POWER SHOVEL OPERATOR - PT**

Shawn ESTEVEZ and Surbjit SINGH, Fleet Services Managers, Department of Water & Power.

6) **SENIOR BENEFITS ANALYST**

Myo Thedar SASAKI, Assistant General Manager, Department of Fire and Police Pensions and Dale Wong NGUYEN, Assistant General Manager, Los Angeles City Employees' Retirement System.

7) **SENIOR GARDENER**

David VARA, Senior Park Maintenance Supervisor, Department of Water & Power and Kristina OSIER, Senior Park Maintenance Supervisor, Department of Recreation and Parks.

8) **UTILITY BUYER**

Jeremy DEVORE and Marlene BARBERO, Senior Utility Buyers, Department of Water & Power.

File No.

August 28, 2025

7. ADMINISTRATIVE ACTIONS. (Continued)

- d. Approve the change of the test of fitness method in the interdepartmental promotional examination for **Industrial Hygienist**. The examination will consist of an advisory essay and a weighted interview (100%).

File No.

- e. Approve the change of the test of fitness method in the open examination for **Parking Attendant** (3530). The regular examination will consist of an interview weighted at 100%.

File No.

- f. Approve the change of the test of fitness method in the interdepartmental promotional examination for **Senior Building Mechanical Inspector**. The examination will consist of a weighted interview (100%).

File No.

COMMISSION ACTION

8. CLASSIFICATION ACTIONS

- a. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions:

1. Allocate the following new positions in the **Joint System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7323	3	95-37552	Utility Services Specialist, 3755
7326	1	95-94534	Power Engineering Manager, 9453
7327	1	93-37116	Equipment Mechanic, 3711
7328	2	95-91463	Investment Officer, 9146
7330	1	91-11019	Programmer Analyst, 1431
7338	2	95-37531	Senior Utility Services Specialist, 3753
7339	1	93-11144	Principal Clerk Utility, 1202
7340	1	94-11025	Programmer Analyst, 1431
7346	2	93-35124	Equipment Operator, 3525
7347	2	93-18007	Senior Utility Buyer, 1862
7348	1	94-13637	Administrative Clerk, 1358
7350	1	95-91051	Utility Administrator, 9105

2. Allocate the following new positions in the **Power System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7331	1	95-72462	Civil Engineering Associate, 7246
7332	1	94-72055	Office Engineering Technician, 7212
7333	1	82-17001	Management Analyst, 9184
7334	4	95-75252	Electrical Engineering Associate, 7525
7335	9	95-37552	Utility Services Specialist, 3755
7336	1	95-75253	Electrical Engineering Associate, 7525
7337	1	95-37802	Shops Superintendent, 3780
7349	1	95-75543	Mechanical Engineering Associate, 7554

3. Allocate the following new positions in the **Water System** of the **Department of Water & Power**, as indicated:

<u>DWP No.</u>	<u>No. of Positions</u>	<u>DDR No.</u>	<u>Class Title and Code</u>
7306	1	95-72463	Civil Engineering Associate, 7246
7317	1	93-72112	Senior Hydrographer, 7264
7320	3	93-72032	Land Surveying Assistant, 7283
7321	2	95-75542	Mechanical Engineering Associate, 7554
7322	1	91-17011	Data Analyst, 1779
7324	3	95-72462	Civil Engineering Associate, 7246
7325	3	93-39002	Water Utility Worker, 3912
7329	1	93-79009	Materials Testing Technician, 7968

8. CLASSIFICATION ACTIONS, (Continued)

- a. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions, (Continued):

4. Allocate the following new positions for the **Department of General Services**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4106	1	Delivery Driver, 1121
4107	2	Supply Services Payment Clerk, 1214
4108	2	Systems Analyst, 1596
4109	1	Storekeeper, 1835
4110	4	Storekeeper, 1835
4112	1	Plumber Supervisor, 3446
4113	1	Truck Operator, 3583
4114	1	Equipment Mechanic, 3711
4115	1	Heavy Duty Equipment Mechanic, 3743
4116	1	Senior Management Analyst, 9171
4117	2	Management Analyst, 9184
4119	1	Management Analyst, 9184

5. Allocate the following new position for the **Harbor Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4104	1	Mechanical Engineering Associate, 7554

6. Reallocate the following positions in the **Personnel Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>From:</u> <u>Class Title and Code</u>	<u>To:</u> <u>Class Title and Code</u>
4105	1	Accounting Clerk, 1223	Payroll Supervisor, 1170
			File No.

8. CLASSIFICATION ACTIONS, (Continued)

- b. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions in connection with the 2025-2026 Budget, effective July 1, 2025.

1. Allocate the following positions:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Department Class Title and Code</u>
<u>Department of Public Works, Bureau of Sanitation</u>		
25/26-075	1	Management Analyst, 9184
25/26-076	1	Civil Engineering Associate, 7246
25/26-077	1	Environmental Engineering Associate, 7871
25/26-078	1	Equipment Operator, 3525
25/26-079	1	Gardener Caretaker, 3141
25/26-080	1	Maintenance Laborer, 3112
25/26-081	16	Wastewater Conveyance Operator, 4110
25/26-082	1	Wastewater Conveyance Operator, 4110
25/26-083	1	Wastewater Conveyance Supervisor, 4113
25/26-084	1	Electrical Craft Helper, 3779
25/26-085	1	Maintenance and Construction Helper, 3115
25/26-086	1	Mechanical Helper, 3771
25/26-087	2	Mechanical Helper, 3771
25/26-088	2	Wastewater Treatment Mechanic, 5614
25/26-089	2	Wastewater Treatment Operator, 4123
25/26-090	1	Wastewater Treatment Operator, 4123
25/26-091	1	Carpenter, 3344
25/26-092	2	Environmental Engineering Associate, 7871
25/26-093	1	Environmental Engineering Associate, 7871
25/26-094	2	Instrument Mechanic, 3843
25/26-095	1	Pipefitter, 3433
25/26-096	1	Plumber, 3443
25/26-097	2	Wastewater Treatment Electrician, 5615
25/26-098	2	Wastewater Treatment Mechanic, 5614
25/26-099	2	Wastewater Treatment Operator, 4123
25/26-100	2	Wastewater Treatment Operator, 4123
25/26-101	1	Boat Captain, 5113
25/26-102	1	Water Biologist, 7856
25/26-103	1	Environmental Affairs Officer, 7320
25/26-104	1	Environmental Engineer, 7872
25/26-105	1	Environmental Engineer, 7872
25/26-106	1	Environmental Engineering Associate, 7871
25/26-107	1	Environmental Engineering Associate, 7871
25/26-108	1	Environmental Engineering Associate, 7871
25/26-109	1	Environmental Engineering Associate, 7871
25/26-110	1	Senior Management Analyst, 9171
25/26-111	1	Senior Management Analyst, 9171

25/26-112	1	Air Conditioning Mechanic, 3774
25/26-113	1	Building Electrical Engineer, 7543
25/26-114	4	Heavy Duty Truck Operator, 3584
25/26-115	3	Instrument Mechanic, 3843
25/26-116	4	Maintenance Laborer, 3112
25/26-117	1	Management Analyst, 9184
25/26-118	1	Mechanical Engineering Associate, 7554
25/26-119	2	Pipefitter, 3433
25/26-120	1	Plumber Supervisor, 3446
25/26-121	1	Senior Plumber, 3444
25/26-122	1	Senior Wastewater Treatment Operator, 4124
25/26-123	1	Sheet Metal Worker, 3775
25/26-124	8	Wastewater Treatment Electrician, 5615
25/26-125	1	Wastewater Treatment Electrician, 5615
25/26-126	9	Wastewater Treatment Mechanic, 5614
25/26-127	1	Wastewater Treatment Mechanic Supervisor, 5617
25/26-128	4	Wastewater Treatment Operator, 4123
25/26-129	3	Wastewater Treatment Operator, 4123
25/26-130	6	Wastewater Treatment Operator, 4123
25/26-131	1	Senior Systems Analyst, 1597
25/26-132	2	Wastewater Treatment Mechanic, 5614
25/26-133	4	Wastewater Treatment Operator, 4123
25/26-134	1	Shift Superintendent Wastewater Treatment, 7242
25/26-135	1	Environmental Compliance Inspector, 4292
25/26-136	2	Building Operating Engineer, 5923
25/26-137	2	Environmental Engineering Associate, 7871
25/26-138	1	Environmental Engineering Associate, 7871
25/26-139	1	Sanitation Wastewater Manager, 4128
25/26-140	1	Senior Building Operating Engineer, 5925
25/26-141	2	Wastewater Treatment Operator, 4123
25/26-142	1	Environmental Engineering Associate, 7871
25/26-143	1	Environmental Engineering Associate, 7871
25/26-144	1	Environmental Engineering Associate, 7871
25/26-145	1	Environmental Engineering Associate, 7871
25/26-146	1	Geographic Information Systems Specialist, 7213
25/26-147	2	Office Engineering Technician, 7212
25/26-151	1	Wastewater Conveyance Operator, 4110
25/26-152	2	Wastewater Conveyance Operator, 4110
25/26-153	8	Wastewater Conveyance Operator, 4110

8. CLASSIFICATION ACTIONS, (Continued)

- b. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions in connection with the 2025-2026 Budget, effective July 1, 2025, (Continued.).

2. Reallocate the following positions:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>From: Class Title and Code</u>	<u>To: Class Title and Code</u>
<u>Department of Public Works, Bureau of Sanitation</u>			
25/26-154	1	Landscape Architect, 7929	Environmental Engineer, 7872
25/26-155	1	Landscape Architect, 7929	Environmental Engineer, 7872
File No.			

COMMISSION ACTION

9. ADJOURNMENT