



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, APRIL 23, 2026
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: **ID: 885 1396 4853**, followed by the pound sign (#). When asked, enter the passcode **677532** 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 a detachable storage device within 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. **APPROVAL OF MINUTES**

Minutes of the Regular Meeting of Thursday April 9, 2026.

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 8 and 9. 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, (Continued)

a) Jose MUNOZ, Garage Attendant, Los Angeles Police Department.

Report and recommendations of the Board’s Hearing Examiner Daniel Saling, following the holding of a hearing on August 6, 2025 into the appeal of Mr. Munoz.

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 met its *Skelly* due process obligations.
- B. Causes of Action:
 - 1. SUSTAIN the cause of action that on or about December 11, 2023, the employee, while on-duty, failed to obey a direct order given to him by a supervisor.
- C. FIND that the penalty of Discharge, effective January 28, 2025, was appropriate and should be SUSTAINED.
- D. ADOPT the findings and conclusions in the Hearing Examiner’s report as the Board’s own.

File No. 56037

COMMISSION ACTION: Continued from March 26, 2026

7. APPEAL UNDER CHARTER SECTION 1016

b) Adda MURRILO, Police Service Representative, Los Angeles Police Department.

Report and recommendations of the Board’s Hearing Examiner David Beauvais, following the holding of a hearing on October 25, 2025, into the appeal of Ms. Murrilo.

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 met its *Skelly* due process obligations.
- B. Causes of Action:
 - 1) NOT SUSTAIN the cause of action that on or about January 1, 2023 through November 19, 2023, the employee, while on-duty, obtained compensation she was not entitled to receive.
 - 2) NOT SUSTAIN the cause of action that on numerous dates in 2023, the employee, while on or off-duty, inappropriately adjusted her work hours.
- C. FIND that the penalty of Discharge, effective January 10, 2025, was NOT appropriate and should NOT be SUSTAINED.
- D. ADOPT the findings and conclusions in the Hearing Examiner’s report as the Board’s own.
File No. 56035

COMMISSION ACTION

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

c) Destiny PANTOJA, Administrative Clerk, Department of Fire and Police Pensions.

Report and recommendations of the Board’s Hearing Examiner Jerry Ellner, following the holding of a hearing on October 16, 2025 into the appeal of Ms. Pantoja.

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 met its *Skelly* due process obligations.

B. Causes of Action:

1. SUSTAIN the cause of action of engaging in behavior or conduct in conflict with job duties, on or off the job.
2. SUSTAIN the cause of action of unexcused, excessive or patterned absenteeism (continuous absence without valid leave of at least two weeks)

C. FIND that the penalty of Discharge, effective December 19, 2024, was appropriate and should be SUSTAINED.

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

File No. 56036

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.

April 3, 2026

Interdepartmental Promotional and Open Competitive

DATA PROCESSING TECHNICIAN

DIRECTOR OF ANIMAL CARE

GEOTECHNICAL ENGINEER

PAINTER

April 10, 2026

Departmental Promotional

POLICE COMMANDER

Interdepartmental Promotional

BENEFITS ANALYST

MECHANICAL REPAIR SUPERVISOR

Interdepartmental Promotional and Open Competitive

SHIFT SUPERINTENDENT WASTEWATER TREATMENT

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

1) **ASBESTOS WORKER**

Benny OSEGUERA, Construction and Maintenance Supervisor and David SHROEDER, Pipefitter Supervisor, Department of Water & Power.

2) **CIVIL ENGINEERING DRAFTING TECHNICIAN**

Enrique ACOSTA, Senior Civil Engineering Drafting Technician, Department of Water & Power, Brett DAVIS, Engineering Designer and Susan RENTERIA, Principal Civil Engineering Drafting Technician, Harbor Department.

3) **PRINCIPAL ELECTRICAL ENGINEERING DRAFTING TECHNICIAN**

Sharat BATRA, Power Engineering Manager and April KALOUMAIRA, Chief of Drafting Operations, Department of Water & Power.

4) **PROTECTIVE COATING WORKER**

Jose CAMPOS and Darren SCHAMBER, Water Utility Supervisors, Department of Water Power.

5) **SOLID RESOURCES SUPERINTENDENT**

Cecile BUNCIO and Mark SHIN, Sanitation Solid Resources Managers, Department of Public Works, Bureau of Sanitation

File No.

c. Approve the change of the test of fitness method in the open and promotional examination for **Commercial Field Representative**. The examination will be comprised of a 100% weighted interview.

File No.

7. ADMINISTRATIVE ACTIONS, (continue)

d. Make the following **NOTICES** a matter of record:

(Suspension)

ANIMAL KEEPER, Zoo Department, Form 77 filed with Records April 3, 2026.

Cause of Action:

- 1) Failure to perform work assignments adequately or promptly.
- 2) Violation of Department safety rules and policies.

Discipline: Suspension effective April 12, 2026 to April 18, 2026, inclusive (10-working days).

CUSTODIAN, Department of Airports. Form 77 filed with Records April 9, 2026.

Cause of Action: Violation of Department Administrative Manual §5.020.

- 1) §§B-1 Violation of Department rules.
- 2) §§D-8 Failure to cooperate in any workplace investigation.
- 3) §§E-2 Reporting for duty unfit to work due to the use of drugs or alcohol.

Discipline: Suspension effective April 9, 2026 to May 4, 2026, inclusive (20-working days).

CUSTODIAN, Department of General Services. Form 77 filed with Records April 7, 2026.

Cause of Action:

- 1) Unexcused, excessive or patterned absenteeism.
- 2) Failure to follow established procedure for notification of inability to report to work use of drugs or alcohol.
§§E-5 Positive drug or alcohol test resulting from a” for cause” test administered under the provisions of the United States Department of Transportation Drug and Alcohol Testing Policy.

Discipline: Suspension effective March 10, 2026 to April 16, 2026, inclusive (15-working days).

MECHANICAL ENGINEERING ASSOCIATE III, Department of Water & Power. Form 77 filed with Records February 25, 2026.

Cause of Action:

- 1) §§E-3 Reporting for duty unfit to work due to the use of drugs or alcohol.

Discipline: Suspension effective February 23, 2026 to March 3, 2026 (10-working days).

PORT POLICE SERGEANT, Harbor Department. Form 77 filed with Records February 25, 2026.

Cause of Action: Violation of Department Administrative Guide §50.04

- 1) Neglect of Duty
- 2) Engaging in outside employment without prior written approval
- 3) Failure to carry out supervisory responsibilities adequately.
- 4) Violation of Department Rules.

Discipline: Suspension effective March 4, 2026 to March 24, 2026, inclusive (6-working days.)

7. ADMINISTRATIVE ACTIONS, (continue)

d. Make the following **NOTICES** a matter of record:

POLICE SERVICE REPRESENTATIVE, Los Angeles Police Department. Form 77 filed with Records February 25, 2026.

Cause of Action: Violation of Department Administrative Guide §50.04

- 1) On or about February 5, 2025, the employee while off-duty, operated a co-worker’s private vehicle while under the influence of an alcoholic beverage(s).
- 2) On or about February 5, 2025, the employee while off-duty was discourteous to ward a CHP officer during an official criminal investigation.

Discipline: Suspension effective April 3, 2026 to May 2, 2026, inclusive (22-working days.)

UTILITY SERVICES SPECIALIST, Department of Water & Power. Form 77 filed with Records February 9, 2026.

Cause of Action: Violation of Department Administrative Guide §50.04

- 1) §§D-1 Non-adherence to the Work Directives documents dated February 25, 2025.
- 2) §§B-5 Failure to carry out assigned work accurately, directly or promptly.

Discipline: Discharge Suspension effective February 9, 2026 to February 27, 2026 (10-working days.)

WATER UTILITY WORKER, Department of Water & Power. Form 77 filed with Records January 22, 2026.

Cause of Action: Violation of Department Administrative Guide §50.04

- 1) §§E-3 Reporting for duty unfit to work due to the use of drugs or alcohol.

Discipline: Suspension effective January 26, 2026 to February 3, 2026, inclusive (10-working days.)

(Discharge)

GARAGE ATTENDANT, Department of General Services. Form 77 filed with Records March 25, 2026.

Cause of Action:

- 1) Failure to obtain required Commercial Drivers License, a condition of employment.
- 2) Failure to comply with Departmental directives instructions to obtain required CDL

Discipline: Discharge effective February 19, 2026.

TRAFFIC OFFICER II, Department of Transportation. Form 77 filed with Records March 25, 2026.

Cause of Action:

- 1) Unexcused, excessive or patterned absenteeism.
- 2) Failure to make reasonable effort to notify supervisor of inability to report for work.

Discipline: Discharge effective February 27, 2026.

COMMISSION ACTION

9 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>
7805	3	91-15024	Senior Systems Analyst, 1597
7806	7	91-12069	Customer Service Representative, 1230
7807	1	95-14092	Information Systems Manager, 1409
7808	1	95-91053	Utility Administrator, 9105
7809	1	93-91251	Management Analyst, 9184
7810	4	93-37002	Air Conditioning Mechanic Supervisor, 3781
7811	1	94-11022	IT Specialist, 1429
7812	1	95-91066	Utility Services Manager, 9106
7813	1	94-12116	Principal Clerk Utility, 1202
7814	2	91-94112	Legislative Representative, 9482
7815	1	95-15110	Utility Accountant, 1511
7818	1	91-11019	Programmer Analyst, 1431
7819	1	91-13640	Senior Administrative Clerk, 1368

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>
7783	2	95-94533	Power Engineering Manager, 9453
7794	1	95-94533	Power Engineering Manager, 9453
7796	4	95-94535	Power Engineering Manager, 9453
7798	1	94-13110	Utility Executive Secretary, 1336
7799	1	94-13110	Utility Executive Secretary, 1336
7800	1	95-38753	Transmission and Distribution District Super, 3875
7804	1	95-37552	Utility Services Specialist, 3755

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>
7793	1	95-72463	Civil Engineering Associate, 7246
7801	2	95-73103	Environmental Specialist, 7310
7802	1	95-78712	Environmental Engineering Associate, 7871
7803	1	95-72463	Civil Engineering Associate, 7246
7816	1	95-37552	Utility Services Specialist, 3755

9 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 position in the Library Department, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4225	1	Programmer Analyst, 1431

5. Allocate the following new position in the **Los Angeles City Employees’ Retirement System**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4224	1	Senior Personnel Analyst, 9167

File No.

b. The General Manager recommends that the Board of Civil Service Commissioners adopt the revised list of Safety-Sensitive classes (below) subject to pre-employment substance screening policy.

<u>Code</u>	<u>Class Title</u>		
2325	Advance Practice Provider	2319	Clinical Coordinator
3774	Air Conditioning Mechanic	3802	Communications Cable Worker
3225	Airport Police Officer	3686	Communications Electrician
3236	Airport Police Specialist	3688	Communications Electrician Assistant
3202	Airport Safety Officer	3682	Communications Electrician Trainee
7268	Airport Superintendent of Operations	1461	Communications Information Representative
4323	Animal Care Assistant	3503	Compressor Operator
4310	Animal Care Technician	1427	Computer Operator
4311	Animal Control Officer	3541	Construction Equipment Service Worker
4304	Animal Keeper	7291	Construction Inspector
2423	Aquatic Facility Manager	3364	Cook
3440	Asbestos Supervisor	2317	Correctional Nurse
3435	Asbestos Worker	3180	Crossing Guard
4143	Asphalt Plant Operator	5131	Deck Hand
3808	Assistant Communications Cable Worker	1121	Delivery Driver
3684	Assistant Communications Electrician	1124	Delivery Driver Assistant
7511	Assistant Electrical Tester	3211	Detention Officer
3142	Assistant Gardener	5865	Diesel Plant Operator
4208	Assistant Inspector	3514	Drawbridge Operator
3818	Assistant Signal Systems Electrician	3521	Drill Rig Operator
3809	Assistant Street Lighting Electrician	3879	Electric Distribution Mechanic
3704	Auto Body Builder and Repairer	5853	Electric Pumping Plant Operator
3707	Auto Electrician	5224	Electric Station Operator
3721	Auto Painter	3799	Electrical Craft Helper
3565	Avionics Specialist	3849	Electrical Craft Helper Assistant
1485	Bindery Equipment Operator	3848	Electrical Craft Helper Trainee
1497	Bindery Worker	7514	Electrical Equipment Tester
3733	Blacksmith	3841	Electrical Mechanic
5113	Boat Captain	3853	Electrical Repairer
3735	Boilermaker	7513	Electrical Tester
3737	Boilermaker Supervisor	3863	Electrician
5923	Building Operating Engineer	3866	Elevator Mechanic
3333	Building Repairer	5620	Energy Recovery Operator
3588	Bus Operator	4322	Equine Keeper
3343	Cabinet Maker	3711	Equipment Mechanic
3344	Carpenter	3525	Equipment Operator
3353	Cement Finisher	3527	Equipment Repair Supervisor
3351	Cement Finisher Worker	3746	Equipment Supervisor
3359	Cement Finisher Worker Assistant	7228	Field Engineering Aide
3358	Cement Finisher Worker Trainee	7284	Field Engineering Aide Assistant
3562	Chief Helicopter Pilot	7281	Field Engineering Aide Trainee
4260	Chief Safety Engineer Pressure Vessels	2152	Fire Battalion Chief
3187	Chief Security Officer	2128	Fire Inspector
2490	Child Care Associate	2112	Firefighter
2491	Child Care Center Director	3538	Garage Assistant
		3531	Gardener Caretaker

3183	General Services Police Officer	3483	Reinforcing Steel Worker
3357	Glazier	2321	Relief Correctional Nurse
3743	Heavy Duty Equipment Mechanic	3473	Rigger
3584	Heavy Duty Truck Operator	3476	Roofer
3742	Helicopter Mechanic	3478	Roofer Supervisor
3641	Helicopter Mechanic Assistant	1728	Safety Administrator
3640	Helicopter Mechanic Trainee	1727	Safety Engineer
3560	Helicopter Pilot	4263	Safety Engineer Elevators
7263	Hydrographer	4261	Safety Engineer Pressure Vessels
2330	Industrial Hygienist	1726	Safety Engineering Associate
4212	Inspector Trainee	3118	Sandblast Operator
3843	Instrument Mechanic	3199	Security Aide
3474	Ironworker	3181	Security Officer
7283	Land Surveying Assistant	3314	Security Officer Assistant
3523	Light Equipment Operator	3313	Security Officer Trainee
3882	Line Maintenance Assistant	3566	Senior Avionics Specialist
3883	Line Mechanic	3345	Senior Carpenter
3393	Locksmith	3712	Senior Equipment Mechanic
3763	Machinist	3745	Senior Heavy-Duty Equipment Mechanic
3115	Maintenance & Construction Helper	2331	Senior Industrial Hygienist
3104	Maintenance & Construction Helper Assistant	3477	Senior Roofer
3103	Maintenance & Construction Helper Trainee	4264	Senior Safety Engineer Elevators
3108	Maintenance Assistant	4262	Senior Safety Engineer Pressure Vessels
3112	Maintenance Laborer	3184	Senior Security Officer
3770	Mechanical Helper Assistant	3775	Sheet Metal Worker
7971	Materials Testing Engineering Assistant	3348	Ship Carpenter
7967	Materials Testing Engineering Associate	3819	Signal Systems Electrician
7968	Materials Testing Technician	5622	Steam Plant Assistant
3771	Mechanical Helper	4149	Street Services Assistant
3773	Mechanical Repairer	4150	Street Services Worker
2310	Medical Assistant	3793	Structural Steel Fabricator
2334	Medical Director	2315	Supervising Occupational Health Nurse
3760	Millwright	3727	Tire Repairer
3404	Miner	3214	Traffic Officer
2316	Nurse Manager	3421	Traffic Paint and Sign Poster
6220	Observatory Mechanic	3406	Traffic Painter and Sign Poster Assistant
2314	Occupational Health Nurse	3405	Traffic Painter and Sign Poster Trainee
2420	Open Water Lifeguard	3114	Tree Surgeon
3423	Painter	3151	Tree Surgeon Assistant
1966	Park Ranger	3150	Tree Surgeon Helper
3530	Parking Attendant	3583	Truck Operator
2344	Pharmacist	3812	Underground Distribution Construction Mechanic
651	Physician I	3851	Utility Electrical Craft Helper
3553	Pile Driver Worker	3105	Utility Line Clearance Tree Trimmer
3433	Pipefitter	3106	Utility Line Clearance Tree Trimmer Supervisor
1107	Plant Equipment Trainee	3107	Utility Line Clearance Tree Trimmer Superintendent
3453	Plasterer	9110	Utility Maintenance and Construction Helper
3443	Plumber	1110	Utility Pre-Craft Trainee
2214	Police Officer	2365	Veterinarian
2217	Police Specialist	2369	Veterinary Technician
2207	Police Service Representative	3113	Vocational Worker
3687	Police Surveillance Specialist	1832	Warehouse and Toolroom Worker
2413	Pool Lifeguard	1831	Warehouse and Toolroom Worker Assistant
3758	Port Electrical Mechanic	4110	Wastewater Conveyance Operator
5151	Port Pilot	5615	Wastewater Treatment Electrician
5114	Port Pilot Apprentice	5614	Wastewater Treatment Mechanic
3221	Port Police Officer	5885	Water Treatment Operator
3238	Port Police Specialist	3912	Water Utility Worker
3558	Power Shovel Operator	3984	Waterworks Mechanic
3207	Property Officer	3796	Welder
2435	Recreation Aide	2105	Wildland Hand Crew Technician
2469	Recreation Coordinator	3826	Wind Plant Technician
3580	Refuse Collection Truck Operator	2358	X-Ray and Laboratory Technician

File No.

COMMISSION ACTION:

10. ADJOURNMENT