



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, MAY 14, 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 23, 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 Unfinished Business, Page two item 6 and New Business, pages seven thru 12 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. **WITHDRAWALS UNDER CHARTER SECTION 1016 TO BE MADE A MATTER OF RECORD**

- a) **Sharron RIVERS, Administrative Clerk**, Los Angeles Police Department, Discharge effective December 15, 2023.

After, several unsuccessful attempts to schedule a hearing, the first day of hearing was scheduled for April 30, 2026. The Appellant after acknowledging the hearing and requesting a parking permit failed to attend the hearing. As is Commission practice, after several unsuccessful attempts to reach an Appellant by telephone and email, the Department proceeded to put on its case. Later that same day, the Appellant notified the Commission Office of her desire to withdraw her appeal.

File No. 55657

- b) **Marco TAPIO, Refuse Collection Truck Operator**, Department of Public Works, Bureau of Sanitation. Discharge effective February 12, 2024.

Prior to the first day of hearing the Appellant through his legal representative had been in discussions with the Personnel Department as representatives of the Department of Public Works, Bureau of Sanitation in a attempt to secure records related to the discipline of Mr. Tapio. On or about October 24, 2024 the Appellant, through his attorney decided to withdraw his Appeal from Discharge filed with the Commission Office, in person, February 6, 2024. Through an oversight the withdrawal was not added to an agenda to be made a matter of record.

File No. 55980

COMMISSION ACTION:

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

a) Ebony DELTON, Administrative Clerk, Los Angeles Police Department.

Report and recommendations of the Board’s Hearing Examiner Sylvia Marks- Barnett, following the holding of a hearing on August 26, 2024 and April 22, 2025 into the appeal of Ms. Delton.

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:

NOT SUSTAIN the cause of action that between April 7, 2020 and June 16, 2020, the employee, while off-duty, spent money she knew or should have known had been obtained fraudulently.

C. FIND that the penalty of Discharge, effective December 16, 2023, 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. 55801

COMMISSION ACTION: continued from April 9, 2026, when after a full discussion, the Board requested the parties attempt to reach a settlement.

Unable to reach a settlement, the matter returns to the Board for final adjudication.

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:

D. FIND that the City met its *Skelly* due process obligations.

E. 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.
- 3) 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: Continued from April 23, 2026, when after a full discussion the Board requested the parties attempt reach a settlement.

Unable to reach a settlement, the matter returns to the Board for final adjudication.

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

c) Jared CREVAR, Electrical Mechanic, Department of Water & Power.

Report and recommendations of the Board’s Hearing Examiner Shep Zebberman, following the holding of hearings on December 4, 2025 and January 28, 2026 into the appeal of Mr. Crevar.

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.

Causes of Action: Violation of Department Manual of Policies and Procedures §50-04:

1. SUSTAIN the cause of action of §A-7: Misconduct, on or off the job, seriously reflecting on City employees and employment.
2. SUSTAIN the cause of action of §A-8: Commission of acts which may constitute a felony or misdemeanor, as established by proper administrative investigation.
3. SUSTAIN the cause of action of §E-5: Possession of alcohol and drugs, while on duty and inside a City assigned vehicle

B. FIND that the penalty of Discharge, effective July 16, 2025, was appropriate and should be SUSTAINED.

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

File No. 56182

COMMISSION ACTION

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

d) Francisco RAMOS, Water Utility Worker, Department of Water & Power.

Report and recommendations of the Board’s Hearing Examiner Shep Zebberman, following the holding of hearings on December 4, 2025 and January 28, 2026 into the appeal of Mr. Crevar.

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: Violation of Department Manual of Policies and Procedures §50-04:
 - 1. SUSTAIN the cause of action of §E-3: Reporting for duty unfit for work due to the use of drugs or alcohol [on three separate days: May 23, 2023; December 20, 2023 and February 26, 2024].
- C. FIND that the penalty of Discharge, effective March 14, 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. 56090

COMMISSION ACTION

8. 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 17, 2026

Interdepartmental Promotional
COMMERCIAL SERVICE SUPERVISOR
SENIOR STOREKEEPER

Interdepartmental Promotional and Open Competitive
INFORMATION SERVICES SPECIALIST
MANAGEMENT ANALYST
WHARFINGER

May 1, 2026

Interdepartmental Promotional
COMMERCIAL FIELD REPRESENTATIVE

Interdepartmental Promotional and Open Competitive
AQUATIC DIRECTOR
AUTO ELECTRICIAN

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

1) **EXECUTIVE ADMINISTRATIVE ASSISTANT**

Maria RAMOS, Chief Management Analyst, Information Technology Agency, Bruce WHIDDEN, Public Information Director, Personnel Department.

2) **PRINCIPAL RECREATION SUPERVISOR**

Kimberly SIMONET and Sonya YOUNG-JIMENEZ, Superintendents of Recreation and Parks Operations, Department of Recreation and Parks.

3) **SENIOR HOUSING INSPECTOR**

Karen BAGGIO and Javier MELENDEZ, Principal Inspectors, Los Angeles Housing Department.
File No.

c. Approve the change in the test of fitness in the open examination for **Background Investigator**. The examination will be comprised of an Advisory Essay and a 100% weighted Interview.
File No.

d. Approve the change of the test of fitness method in the interdepartmental promotional and open competitive examination for **Records Management Officer**. The examination will be comprised of a weighted Training and Experience (T&E) questionnaire (100%)
File No.

e. Approve the of the test of fitness method in the interdepartmental promotional and open competitive examination for **Legislative Representative**. The examination will be comprised of a weighted training and experience questionnaire (100%).
File No.

7. ADMINISTRATIVE ACTIONS, (continue)

f. Make the following **APPEALS** a matter of record:
(Discharge)

Aaron RAY, Equipment Operator, Department of Water & Power. The Department filed the General Form 77 with Personnel Records on April 23, 2026.

Cause of Action: Violation of Department Manual of Policies and Procedures §50-04:

- 1) D-7 Possession of potentially dangerous weapon, such as tools (metal grease gun), which could have resulted in harm to another employee.
- 2) D-4 Using threats or attempting to harm another employee or the public.
- 3) D-8 Actions on the job intended to destroy property or to inflict bodily injury (whether or not the destruction or injury actually occurred).
- 4) D-2 Using abusive language toward other employees.
- 5) B-1 Violating Department rules.

Discipline: Discharge effective April 24, 2026.

In accordance with Charter Section 1016, the Appellant filed an appeal with the Civil Service Commission on January 16, 2024.

File No.

Westley RICE, Commercial Field Representative, Department of Water & Power. The Department filed the General Form 77 with Personnel Records on April __, 2026.

Cause of Action: Violation of Department Manual of Policies and Procedures §50-04:

- 1) G-3 Falsifying City Records (Banking / Curbing).
- 2) G-6 Falsifying time reports or similar work-oriented documents.
- 3) C-4 Leaving assigned work location without approval or appropriate reason.
- 4) F-1 Operating City equipment unsafely or carelessly

Discipline: Discharge effective April 24, 2026.

In accordance with Charter Section 1016, the Appellant filed an appeal with the Civil Service Commission on April 24, 2026.

File No.

(Suspension)

Samik TATAVOSIAN, Security Officer, Department of Water & Power. The Department filed the General Form 77 with Personnel Records on April 18, 2026.

Cause of Action: Violation of Department Manual of Policies and Procedures §50-04:

- 1) A-7 Misconduct, on or off the job, seriously reflecting on City employees or employment.
- 2) B-5 Failing to carry out assigned work responsibilities adequately, directly or promptly.
- 3) D-2 Failure to cooperate with or use of abusive language toward other employees or the public.

Discipline: Suspension effective April 17, 2026 to May 12, 2026, inclusive (20-working days).

In accordance with Charter Section 1016, the Appellant filed an appeal with the Civil Service Commission on April 20, 2026.

File No.

7. ADMINISTRATIVE ACTIONS, (continue)

g. 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).

. **BENEFITS ANALYST**, Department of Water & Power. Form 77 filed with Records April 30, 2026.

Cause of Action: Violation of Department Administrative Manuel §50-04.

- 1) §§D-1 Flagrantly refusing to perform reasonable work assignments or to cooperate with supervisors or management.
- 2) §§C-2 Inexcused [sic] excessive or patterned absenteeism (second offense).
- 3) §§C-3 Failure to make a reasonable effort to notify supervisor of inability to report for work (second offense).

Discipline: Suspension effective May 4, 2026 to May 17, 2026, inclusive (10-working days).

LIBRARIAN II, Library Department. Form 77 filed with Records April 22, 2026.

Cause of Action:

- 1) Refusal to perform reasonable work assignments or to cooperate with supervisors or management in the performance of duties.
- 2) Engaging in a confrontation with supervisor.
- 3) Making false statements against supervisor.

Discipline: Suspension effective April 27, 2026 to May 15, 2026, inclusive (15-working days).

7. ADMINISTRATIVE ACTIONS, (continue)

g. Make the following **NOTICES** a matter of record, (Continued:

(Discharge)

AIRPORT GUIDE, Department of Airports. Form 77 filed with Records April 30, 2026.

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

- 1) §§B-1 Violation of Department rules.
- 2) §§C-1 Unexcused excessive or patterned absenteeism.
- 3) §§C-2 Failure to maintain a satisfactory attendance record or to correct attendance deficiencies.
- 4) §§C-3 Failure to follow established procedure for notification of inability to report for work.
- 5) §§C-5 Frequent or unexcused tardiness.
- 6) §§C-6 Absent without a valid leave of absence for a period in excess of seven consecutive calendar days.

Discipline: Discharge effective April 3, 2026

CARPENTER, Department of Recreation and Parks. Form 77 filed with Records April 22, 2026.

Cause of Action:

- 1) Unexcused excessive or patterned absenteeism Engaging in outside employment without prior written approval
- 2) Failure to carry out supervisorial responsibilities adequately.
- 3) Violation of Department Rules.

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

COMMISSION ACTION

9 CLASSIFICATION ACTIONS

- a. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions:
- 6. 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>
7638	1	93-37144	Automotive Supervisor, 3714
7817	1	95-91066	Utility Services Manager, 9106
7821	1	93-37116	Equipment Mechanic, 3711
7822	1	94-11021	IT Specialist, 1429
7834	12	91-12068	Customer Service Representative, 1230
7835	1	95-14092	Information Systems Manager, 1409
7836	1	94-11020	Programmer Analyst, 1431
7837	3	91-14040	Senior Computer Operator, 1428
7838	1	91-15024	Senior Systems Analyst, 1597
7839	1	93-35124	Equipment Operator, 3525
7840	1	91-13640	Senior Administrative Clerk, 1368
7841	2	91-17005	Workers' Compensation Analyst, 1774
7842	1	94-72022	Senior Architectural Drafting Technician, 7208
7843	3	95-37552	Utility Services Specialist, 3755
7844	2	91-79005	Data Analyst, 1779
7845	1	95-93771	Assistant Director Information Systems, 9377
7846	1	95-14092	Information Systems Manager, 1409

- 7. 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>
7733	1	94-52155	Electric Station Operator, 5224
7825	1	94-37125	Electrical Craft Helper, 3799
7826	3	94-12116	Principal Clerk Utility, 1202
7827	2	94-12116	Principal Clerk Utility, 1202
7828	1	72-75366	Mechanical Engineer, 7558
7829	1	95-75252	Electrical Engineering Associate, 7525
7830	1	72-75356	Electrical Engineer, 7539
7831	1	95-72462	Civil Engineering Associate, 7246

9 CLASSIFICATION ACTIONS, (Continued)

- a. The General Manager recommends that the Board of Civil Service Commissioners approve the following Classification actions (Continued)
- 8. 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>
7820	1	93-58107	Water Treatment Supervisor, 5887
7823	1	95-91052	Utility Administrator, 9105
7824	1	95-96024	Water Services Manager, 9602
7833	1	95-78712	Environmental Engineering Associate, 7871
7847	1	95-72463	Civil Engineering Associate, 7246

- 9. Allocate the following new position in the **Department of Public Works, Bureau of Sanitation**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4226	1	System Administrator, 1455

- 10. Allocate the following new positions for the **Los Angeles Housing Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4228	1	Senior Accountant, 1523
4229	2	Housing Planning and Economic Analyst, 8504

- 11. Allocate the following new position in the **Department of Airports**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4230	1	Management Assistant, 1539

File No.

COMMISSION ACTION:

10. ADJOURNMENT