



CITY OF LOS ANGELES BOARD OF CIVIL SERVICE COMMISSIONERS

AGENDA - CORRECTED

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, JUNE 25, 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 or going to <https://shorturl.at/LKPak> to make a public comment virtually. Follow the prompts and enter the Meeting ID code: **ID: 850 0946 3698**, followed by the pound sign (#). When asked, enter the passcode **590548** 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 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. 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.

3. COMMISSION ACTION ON ROUTINE AND OTHER MATTERS

Consideration of routine and non-appearance matters under Unfinished Business, Page two thru five item 7 and 8 and New Business, pages five thru 11 items 9 and 10. Any member may call out an individual item noted within his item for discussion prior to vote.

4. PRESENTATION OF COMMISSION RESOLUTION

Members of the Commission and the General Manager to present a Resolution to Commissioner Nancy P. McClelland in recognition of her retirement after more than 20 years of service to the people of the City of Los Angeles

5. GENERAL MANAGER'S REPORT

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6. **RESIGNATIONS, SETTLEMENTS AND WITHDRAWALS UNDER CHARTER SECTION 1016 TO BE MADE A MATTER OF RECORD**

Anita HAYDEN, Port Police Captain, Los Angeles Harbor Department, Port Police Division.
Discharge January 14, 2025

On Thursday, May 28, 2026, the Appellant's legal counsel notified the Commission Office of her client's desire to withdraw her appeal from Discharge.

File No.50633

Phillip RODRIGUEZ, Assistant Street Lighting Electrician, Department of Public Works, Bureau of Street Lighting. Discharge March 6, 2026

On Monday, June 15, 2026, the Appellant notified the Commission Office of his desire to withdraw his appeal from Discharge.

File No.56244

COMMISSION ACTION

7. APPEAL UNDER CHARTER SECTION 1016

a) Araujo, Marc, Commercial Field Representative, Department of Water and Power.

Report and recommendations of the Board's Hearing Examiner Shep Zebberman, following the holding of hearings on September 10, 2025, October 20, 2025, December 10, 2025 and January 26, 2026 into the appeal of Mr. Araujo.

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 a violation of Department Administrative Manual §50-04 §§12(b) Unwelcome physical contact in sexual areas as detailed on the General Form 77.
2. SUSTAIN the cause of action of a violation of Department Administrative Manual §50-04 §§12(c) Unwelcome physical contact and/or conduct toward others, as detailed on the General Form 77.
3. SUSTAIN the cause of action of a violation of Department Administrative Manual §50-04 §§13 Demonstrating insensitivity to others by making derogatory comments or remarks of a sexual nature.
4. SUSTAIN the cause of action of a violation of Department Administrative Manual §50-04 §§b-1 violation of Department rules, including DWP's Anti-Discrimination and Zero Tolerance Policy, Procedures and Guidelines.

C. FIND that the penalty of Discharge, effective June 20, 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. 55940

COMMISSION ACTION: Continued from April 9, 2026

After a full discussion and prior to taking any votes the Board voted to remand the report back to the Hearing Examiner seeking answers to two specific questions:

1. "In making his decisions and recommendations, did the Hearing Examiner rely on the EEO report" (Exhibit Joint 1, pages 36-38; LAPD report used by OSI when the EEO investigation was transferred to OSI to complete because of the possible inclusion of a criminal charge. OSI used the EEO materials collected in its investigation and report. Attached to the email)
2. Date Discrepancy: The Board is asking how the Hearing Examiner reconciled the incident date discrepancy. (Page 22 at the end in Joint Exhibit 1).

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.

May 22, 2026

Open Competitive

MARINE AQUARIUM CURATOR PARK

RANGER

May 29, 2026

Interdepartmental Promotional

SENIOR ARCHITECT SENIOR ELECTRICAL MECHANIC SUPERVISOR

June 5, 2026

Interdepartmental Promotional and Open Competitive

EQUIPMENT SPECIALIST RECORDS MANAGEMENT OFFICER ELECTRICAL INSPECTOR

June 12, 2026

Interdepartmental Promotional and Open Competitive

REINFORCING STEEL WORKER

SENIOR SURVEY SUPERVISOR WATER SERVICE REPRESENTATIVE

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

1. INFORMATION SERVICES SPECIALIST

John HAWKINS, Programmer Analyst, Information Technology Agency, and Touphe TORN, Systems Programmer, Los Angeles Department of Water and Power.

File No.

2. PORT POLICE OFFICER/PORT POLICE SPECIALIST

Nathaniel BLAIR, Port Police Lieutenant, Derek PITTMAN, Port Police Sergeant, and Nancy NEVAREZ, Senior Management Analyst II, Harbor Department

File No.

3. COMMERCIAL FIELD REPRESENTATIVE

Gustavo CORTES, JR., Utility Services Manager, and Sabrena SAUCER, Commercial Field Supervisor Department of Water and Power.

File No.

4. DATA PROCESSING TECHNICIAN

Carlos NABONG, Information Systems Operations Manager, and Markeith WHEELER, Senior Data Processing Technician, Department of Water and Power.

File No.

8. ADMINISTRATIVE ACTIONS (Continued)

5. INFORMATION SERVICES SPECIALIST

John HAWKINS, Programmer Analyst, Information Technology Agency; Touphe TORN, Systems Programmer, Department of Water and Power.

File No.

6. POLICE OFFICER

Omar FRANCO, Police Detective, Devin CAPRA, Victor HOOPER, and Rachel RAIGOZA, Police Sergeants, Los Angeles Police Department.

File No.

7. POLICE SPECIALIST

Omar FRANCO, Police Detective, Devin CAPRA, Victor HOOPER, and Rachel RAIGOZA, Police Sergeants, Los Angeles Police Department.

File No.

8. PORT POLICE OFFICER

Nathaniel BLAIR, Port Police Lieutenant, Derek PITTMAN, Port Police Sergeant, and Nancy NEVAREZ, Senior Management Analyst II, Los Angeles Harbor Department.

File No.

9. PORT POLICE SPECIALIST

Nathaniel BLAIR, Port Police Lieutenant, Derek PITTMAN, Port Police Sergeant, and Nancy NEVAREZ, Senior Management Analyst II, Los Angeles Harbor Department.

File No.

10. REPROGRAPHICS OPERATOR

Maurice HARRINGTON, Senior Duplicating Machine Operator, and Rafael PENA, Printing Services Supervisor, Department of Water and Power.

File No.

11. SENIOR ARCHITECT

Tom DE SMET, General Services Manager, Department of Water and Power, and Steven FIERCE, Principal Architect, Department of Public Works, Bureau of Engineering.

File No.

12. SUPERINTENDENT OF RECREATION AND PARKS OPERATIONS

Brenda AGUIRRE, Assistant General Manager, Department of Recreation and Parks.

File No.

8. ADMINISTRATIVE ACTIONS (Continued)

- c. Approve the change of the test of fitness method in the open examination for **AIRPORT POLICE OFFICER**. The examination will consist of a qualifying multiple-choice test, a qualifying physical abilities test (PAT), and a weighted interview (100%).

File No.

- d. Approve the change of the test of fitness method in the open examination for **AIRPORT POLICE SPECIALIST**. The examination will consist of a qualifying multiple-choice test, a qualifying physical abilities test (PAT), and a weighted interview (100%).

File No.

- e. Approve the change of the test of fitness method in the open examination for **PORT POLICE OFFICER**. The examination will consist of a qualifying multiple-choice test, a qualifying physical abilities test (PAT), and a weighted interview (100%).

File No.

- f. Approve the change of the test of fitness method in the open examination for **PORT POLICE SPECIALIST**. The examination will consist of a qualifying multiple-choice test, a qualifying physical abilities test (PAT), and a weighted interview (100%).

File No.

- g. Approve the revised change of the test of fitness method in the open examination for **POLYGRAPH EXAMINER**. The examination will consist of an application review (100%).

File No.

- h. Approve the revised change of the test of fitness method in the open examination for **RISK MANAGEMENT AND PREVENTION PROGRAM SPECIALIST**. The examination will consist of a weighted Training and Experience (T&E) Questionnaire (100%).

File No.

- i. Approve the use of interview boards and physical abilities test rater panels consisting of representatives from inside City service in the open examination for **AIRPORT POLICE OFFICER**.

File No.

- j. Approve the use of interview boards and physical abilities test rater panels consisting of representatives from inside City service in the open examination for **AIRPORT POLICE SPECIALIST**.

File No.

8. **ADMINISTRATIVE ACTIONS (Continued)**

- k. Approve the use of interview boards and physical abilities test rater panels consisting of representatives from inside City service in the open examination for **PORT POLICE OFFICER**.

File No.

- l. Approve the use of interview boards and physical abilities test rater panels consisting of representatives from inside City service in the open examination for **PORT POLICE SPECIALIST**.

File No.

- m. Make the following APPEAL a matter of record:

(Discharge)

TANYA MARIE SENIOR, Security Officer, Department of Airports. The Department filed the General Form 77 with Personnel Records on June 9, 2026.

Causes of Action: Violation of Department Administrative Guide §5.020

- 1) §C-1 Unexcused, excessive or patterned absenteeism.
- 2) §C-2 Failure to maintain satisfactory attendance or failure to correct attendance deficiencies.

CANDACE HUNTER, Custodian Supervisor, Department of Airports. The Department filed the General Form 77 with Personnel Records on June 5, 2026.

Causes of Action: Violation of Department Administrative Guide §5.020

- 1) §B-1 A violation of department rules
- 2) §C-1 Unexcused, excessive or patterned absenteeism.
- 3) §C-2 Failure to maintain satisfactory attendance or failure to correct attendance deficiencies.
- 4) §C-3 Failure to follow established procedure for notification of inability to report for work (calling procedure)

- n. Make the following **NOTICES** a matter of record:

(Suspension)

SECURITY OFFICER, Los Angeles Police Department. The Department filed the General Form 77 with Personnel Records on May 26, 2026.

Causes of Action:

- 1) On or about May 29, 2025, you, while off-duty, were involved in a traffic collision while you operated a vehicle under the influence of alcohol.
- 2) Between May 29, 2025 and May 30, 2025, you, while off-duty, refused to cooperate with the blood draw process.

Discipline: Suspension effective June 1, 2026 to July 1, 2026, inclusive (22-working days).

8. **ADMINISTRATIVE ACTIONS (Continued)**

SECURITY OFFICER, Department of Water and Power. The Department filed the General Form 77 with Personnel Records on May 27, 2026.

Causes of Action:

- 1) C-6 Sleeping on the job (second offense).
- 2) B-5 Failing to carry out assigned work responsibilities adequately, directly, or promptly.
- 3) B-1 Violating Department rules.

Discipline: Suspension effective May 28, 2026, to June 10, inclusive, (10-working days).

FIREFIGHTER III, Fire Department. The Department filed the General Form 77 with Personnel Records on June 8, 2026.

Causes of Action:

- 1) Section 10(f) All members shall familiarize themselves with and be obedient to the rules, regulations, practice and procedures of the Department.
- 2) Section 13(a) All members shall be governed by the ordinary and reasonable rules of behavior observed by the law-abiding and self-respecting citizens.
- 3) Section 13(d) All members shall conduct themselves in a manner which will not tend to impair the good order and discipline of the Department.

Discipline: Suspension effective August 13, 2026, to September 2, inclusive, (20-calendar days).

FIREFIGHTER III, Fire Department. The Department filed the General Form 77 with Personnel Records on June 8, 2026.

Causes of Action:

- 1) Section 10(f) All members shall familiarize themselves with and be obedient to the rules, regulations, practice and procedures of the Department.
- 2) Section 13(d) All members shall conduct themselves in a manner which will not tend to impair the good order and discipline of the Department.

Discipline: Suspension effective July 14, 2026, to July 15, inclusive, (2-working days).

FIREFIGHTER III, Fire Department. The Department filed the General Form 77 with Personnel Records on June 9, 2026.

Causes of Action:

- 1) Section 10(f) All members shall familiarize themselves with and be obedient to the rules, regulations, practice and procedures of the Department.
- 2) Section 11(a) All members shall make truthful and accurate records or reports, and shall not make misleading entries or statements with intent to deceive, or willfully mutilate any useful Department record, book, paper or document.

8. **ADMINISTRATIVE ACTIONS (Continued)**

Discipline: Suspension effective July 8, 2026, to July 27, inclusive, (14-working days).

ENGINEER OF FIRE DEPARTMENT, Fire Department. The Department filed the General Form 77 with Personnel Records on June 8, 2026.

Cause of Action:

For failure to meet a condition of employment as set forth in City of Los Angeles Ordinance 18734 (effective August 25, 2021), by failing to comply with the City's COVID-19 Vaccination Requirement, set forth in the Ordinance and codified as Section 4.701(a) and (b) of the Los Angeles Administrative Code.

Discipline: Suspension effective March 4, 2026, to September 4, inclusive, (6 Months).

SECURITY OFFICER, Airports Department. The Department filed the General Form 77 with Personnel Records on June 9, 2026.

Causes of Action: Violation of Department Administrative Guide §5.020

- 1) §A-5 Misconduct on or off the job, seriously reflecting on City employees or employment-Engaging in unlawful behavior or conduct while on duty or representing the City or Department; as outlined in the Los Angeles World Airport Administrative Manual Section 5.150. (C)(1) Preventing and reporting Fraud, Waste and Abuse – Theft of City resources (i.e., cash/funds), and (C)(2) Payroll fraud, time abuse, or authorization or receipt of compensation for hours not worked; and
- 2) §B-1 Job Performance Below Standards – A violation of departmental rules as outlined in the Los Angeles Airport Police Policy Manual Section 5/8.15 – Conduct unbecoming of an Airport Police Division employee, and
- 3) §C-4 Attendance and Tardiness – Leaving work assignment without approval, and
- 4) §G-6 Fraud, Dishonesty, Theft, or Falsification of Records – Falsifying City records, such as time reports, mileage reports, expense accounts, or other work related documents, as outlined in the Los Angeles Airport Police Policy Manual Section 14/3.9: Daily Field Activity Reports (DFAR) – Officers shall accurately and truthfully reflect all their activity during their assigned watch.

Discipline: Suspension effective May 11, 2026 to August 7, 2026, inclusive (30-working days).

SECURITY OFFICER, Department of Water and Power. The Department filed the General Form 77 with Personnel Records on June 12, 2026.

Cause of Action: Violation of Department Administrative Manual §50-04

- 1) §B-1 Violating department rules (third offense)

Discipline: Suspension effective June 15, 2026 to July 24, 2026, inclusive (30-working days).

8. **ADMINISTRATIVE ACTIONS (Continued)**

REFUSE COLLECTION TRUCK OPERATOR II, Department of Public Works, Bureau of Sanitation. The Department filed the General Form 77 with Personnel Records on June 15, 2026.

Causes of Action:

- 1) Discrimination/Harassment due to 1) Failure to comply with City policies on equal employment opportunity; 2) demonstrating insensitivity to others by making derogatory comments, epithets, jokes, teasing, remarks, or slurs, or making suggestive gestures or displaying images or written material that derogatorily depict or demean people.
- 2) Improper Behavior with Supervisors, Fellow Employees or the Public due to making false, vicious, or malicious statements about any employee, or City government or management.

Discipline: Suspension effective July 6, 2026 to July 10, 2026; July 27, 2026 to July 31, 2026; and August 24, 2026 to August 28, 2026, inclusive (15-working days).

(Discharge)

CARPENTER, Department of Recreation and Parks. The Department filed the General Form 77 with Personnel Records on April 22, 2026.

Causes of Action:

- 1) Unexcused, excessive or patterned absenteeism.
- 2) Failure to follow established procedure for notification of inability to report for work.

Discipline: Discharge effective April 19, 2026

Due to an administrative error, this item was listed as a suspension on the May 14, 2026 agenda. It has been placed on the current agenda to accurately reflect the record.

SIGNAL SYSTEM ELECTRICIAN, Department of Transportation. The Department filed the General Form 77 with Personnel Records on May 29, 2026.

Causes of Action:

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

Discipline: Discharge effective June 5, 2026

CUSTODIAN, Department of General Services. The Department filed the General Form 77 with Personnel Records on June 17, 2026.

Causes of Action:

- 1) Continued unexcused and excessive absenteeism.
- 2) Continued frequent and unexcused tardiness

Discipline: Discharge effective June 12, 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>
7859	1	93-17006	Workers Compensation Claims Assistant, 1775
7877	2	94-11020	Programmer Analyst, 1431
7878	1	93-13641	Senior Administrative Clerk, 1368
7879	1	95-91052	Utility Administrator, 9105
7880	1	95-91051	Utility Administrator, 9105
7881	1	93-38000	Electrician, 3863
7882	1	95-15390	Management Assistant, 1539
7884	1	95-94532	Power Engineering Manager, 9453
7885	3	93-37134	Heavy Duty Equipment Mechanic, 3743
7886	3	82-17001	Management Analyst, 9184
7893	1	93-13641	Senior Administrative Clerk, 1368
7894	2	93-35139	Power Shovel Operator, 3558
7895	1	95-15302	Risk Manager, 1530
7897	1	93-37000	Air Conditioning Mechanic, 3774
7898	11	95-17021	Emergency Management Coordinator, 1702
7899	2	95-17022	Emergency Management Coordinator, 1702
7900	1	95-91065	Utility Services Manager, 9106
7908	2	91-13640	Senior Administrative Clerk, 1368
7909	2	93-35144	Heavy Duty Truck Operator, 3584
7910	1	91-15137	Senior Utility Accountant, 1521
7911	1	94-73000	Environmental Affairs Officer, 7320
7912	1	93-37137	Mechanical Repairer, 3773
7913	1	94-14041	Information Systems Operations Manager, 1411
7914	1	82-17001	Management Analyst, 9184
7915	1	93-37130	Equipment Mechanic, 3711
7916	1	91-12069	Customer Service Representative, 1230

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>
7876	2	95-37553	Utility Services Specialist, 3755
7891	1	95-72463	Civil Engineering Associate, 7246
7892	1	94-75108	Electrical Engineer, 72396
7901	1	94-72045	Civil Engineer, 7237
7902	1	95-75253	Electrical Engineering Associate, 7525

9. CLASSIFICATION ACTIONS (Continued)

7903	1	94-75703	Senior Electric Service Representative, 7521
7904	1	94-72024	Senior Electrical Engineering Drafting Technician, 7209
7905	1	94-12115	Principal Clerk Utility, 1202
7906	1	95-72462	Civil Engineering Associate, 7246

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>
7887	1	93-73003	Environmental Specialist, 7310
7888	6	95-72462	Civil Engineering Associate, 7246
7889	1	95-72533	Engineering Geologist Associate, 7253
7875	1	95-19640	Property Manager, 1964
7896	2	95-72463	Civil Engineering Associate, 7246
7907	2	93-35125	Equipment Operator, 3525
7917	1	95-75542	Mechanical Engineering Associate, 7554
7918	1	42-72117	Waterworks Engineer, 7248
7919	1	93-39109	Maintenance and Construction Helper, 3115
7890	1	95-72463	Civil Engineering Associate, 7246

4. Allocate the following new positions in the **Harbor Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4257	1	Senior Communications Operator, 1467
4258	1	Senior Civil Engineering Drafting Technician, 7207
4259	1	Senior Systems Analyst, 1597
4260	4	Cyber Security Analyst, 1444
4261	1	Building Repairer, 3333

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

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4262	1	Senior Benefits Analyst, 9109
4263	1	Management Analyst, 9184

6. Reallocate the following position for the **Personnel Department**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>From:</u>	<u>To:</u>
		<u>Class Title and Code</u>	<u>Class Title and Code</u>
4264	1	Programmer Analyst, 1431	Senior Systems Analyst, 1597
4266	1	Executive Administrative Assistant, 1117	Commission Executive Assistant, 9734

9. CLASSIFICATION ACTIONS (Continued)

7. Allocate the following position for the **Department Planning**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
26/27-051	2	Architect, 7295
26/27-052	4	Architectural Associate, 7926
26/27-053	6	Architectural Associate, 7926
26/27-054	1	Architect, 7295
26/27-055	1	Architectural Associate, 7926
26/27-056	2	City Planning Associate, 7941

File No.

10. ADJOURNMENT