



CITY OF LOS ANGELES BOARD OF CIVIL SERVICE COMMISSIONERS

MINUTES

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 9, 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: 872 8763 2695**, followed by the pound sign (#). When asked, enter the passcode **123849** 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 an 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>

Attending the meeting:
Commission President Guy Lipa
Commission Vice President Karla M. Gould
Commissioner Jeanne Fugate
Commissioner Monika Kirenga

Deputy City Attorney Jorge Otano
General Manager Malaika Billups
Commission Executive Director
Bruce E. Whidden

Absent: Commissioner Nancy P. McClelland

1. **CALL TO ORDER**

A quorum present, the Commission President called the meeting to order at 10:02 a.m.

2. **APPROVAL OF MINUTES**

The Board unanimously approved the minutes of the regular meeting of Thursday March 26, 2026, on motion by Commissioner Fugate, seconded by Commissioner Gould.

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

There was no request for public Comment.

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

After the restoration of six Class titles to item 9a, number 3, lost from the agenda thru a clerical error, the Board unanimously approved non-appearance matters under Unfinished Business page two, item 6 and New Business, pages eight thru 12, items 8 and 9 on a motion by Commissioner Fugate, seconded by Commissioner Gould.

5. **GENERAL MANAGER’S REPORT**

The General Manager reported that the Personnel Department Office of Workplace Equity will launch its second Citywide Climate and Culture Assessment Survey to be administered by the UCLA School of Management. This second assessment will be compared with the first done in 2022.

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

Stephen GOFF, Senior Administrative Clerk, Department of Public Works, Bureau of Sanitation, Discharge effective August 2, 2024.

The Appellant through his union representative notified the Commission Office of his desire to withdraw his appeal. A withdrawal form was sent to the Appellant on February 3, 2026 with a requested return date of February 9, 2026 by March 30, 2026, no response was received from Mr. Goff. On advice of counsel, the Appellant's original email dated February 3, 2026, was used to document his intentions to withdrawal from Appeal.

File No. 56182

COMMISSION ACTION: MADE A MATTER OF RECORD

7. APPEAL UNDER CHARTER SECTION 1016

a) Marc ARAUJO, Commercial Field Representative, Department of Water & 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. 55801

COMMISSION ACTION:

Discussion

The Department expressed its support of the Hearing Examiner’s report, his conclusions and recommendations asking the Board to uphold the discipline and the penalty of Discharge.

The Department noted that as a long-term employee the Appellant had received specific training on how to avoid actions which could be construed as harassment as well as how to proceed should he become the victim of harassment; he never reported any thing to his management or HR.

Commissioner Fugate expressed her concern at the Hearing Examiner’s decision to limit the Appellant’s witnesses.

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

a) Marc ARAUJO, Commercial Field Representative, Department of Water & Power, (Continued)

Commissioner Kirenga asked why the Appellant not file a complaint or at least inform his supervisors of the incidents?

The Appellant reviewed the incidents and his EEO complaint which was included in the case record.

Commissioners expressed concern at the date disparity in the record as well as several questions on how the Hearing Examiner arrived at his decisions.

Commission Action:

The matter was remanded back to the Hearing Examiner to resolve the date discrepancy and if he took the conclusions in the EEO report into consideration in making his decision.

Appearances

Katherine Taylor, Labor Relations, Department of Water & Power

Linda Duong, Labor Relations, Department of Water & Power

Nancy Romero, Appellant's Representative

Virginia Comier, Appellant's Representative

Marc Araujo, Appellant

7. APPEAL UNDER CHARTER SECTION 1016

b) 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

Discussion:

The Department expressed its disagreement with the Hearing Examiner’s conclusions and recommendations to no sustain either the cause of action or the penalty of Discharge. The Appellant knew the funds were not hers, yet she ended up spending some of it anyway.

The Appellant’s Representative said that Ms. Delton did everything within her knowledge to return the funds to its rightful owner. Bank of America told her in so many words that the funds were not theirs and they could not take it. She was never told by anyone that Wells Fargo Bank was seeking to recover the money secured by a third-party fraud. To keep the funds away from her then teenaged son who had access to her Bank of America account, she moved the money into a new account in another institution. She never intended to keep or use the fund until she was discharged and need the money to survive.

Commissioners continued the discussion until it became clear that the Board was not inclined to support a penalty of Discharge. The parties were urged to attempt to reach a settlement with a penalty less than Discharge. Transcripts of the meeting were ordered to be created.

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

b) Ebony DELTON, Administrative Clerk, Los Angeles Police Department, (Continued).

Commission Action

The matter was continued until such time that the parties had reached a settlement or could return to the Board on May 14, 2026, when the Department would either offer a lesser penalty or state that it still believed that Discharge was the correct penalty, at which time the Board would act.

Appearances

Sgt. Kimberly Gibson, Internal Affairs Group, LAPD

Sgt. Daniel Kearney, Internal Affairs Group, LAPD

Aaron Peardon, Appellant’s Representative. AFSCME

Ebony Delton, Appellant

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

c) Jesus GARCIA, Airport Superintendent of Operations III, Department of Airports.

Report and recommendations of the Board’s Hearing Examiner David Beauvais, following the holding of a hearing on September 18, 2024, February 25, 2025, April 4, 2025 and December 17, 2025 into the appeal of Mr. Garcia.

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 §5.020 §§B-1 Department Rules and procedures for accountability and attendance Monitoring and Improvement.
2. SUSTAIN the cause of action of a violation of Department Administrative Manual §5.020 §§C-3 Failure to follow established procedures for notification of inability to report for work (call-in procedure)
3. SUSTAIN the cause of action of a violation of Department Administrative Manual §5.020 §§C-6 Absent without valid or approved leave of absence for at least seven consecutive calendar days.

C. FIND that the penalty of Discharge, effective October 5, 2023, 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. 55632

COMMISSION ACTION

The Department expressed its agreement with the Hearing Examiner’s report, its finding and recommendations. The Appellant when cleared to return to work by his own doctor, decided not to. He failed to communicate with the Department.

The Appellant stated his ongoing health issues would not allow him to communicate with anyone the pressure he was under force him to simply cut some things out.

The Department noted that as a long-term employee, he knew the ramifications of his actions.

7. APPEAL UNDER CHARTER SECTION 1016, (Continued)

c) Jesus GARCIA, Airport Superintendent of Operations III, Department of Airports, (Continued).

Commission Action:

In a series of motions by Commissioner Gould, seconded by Commissioner Kirenga, the Board voted unanimously to:

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

SUSTAIN the cause of action of a violation of Department Administrative Manual §5.020 §§B-1 Department Rules and procedures for accountability and attendance Monitoring and Improvement.

SUSTAIN the cause of action of a violation of Department Administrative Manual §5.020 §§C-3 Failure to follow established procedures for notification of inability to report for work (call-in procedure)

SUSTAIN the cause of action of a violation of Department Administrative Manual §5.020 §§C-6 Absent without valid or approved leave of absence for at least seven consecutive calendar days.

FIND that the penalty of Discharge, effective October 5, 2023, was appropriate and is SUSTAINED.

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

Appearances

Mily Huntley, Deputy City Attorney, Legal Division, Department of Airports

Shridevi Narayan, Human Resources, Department of Airports

Jesus Garcia, Appellant (in pro per)

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.

March 20, 2026

Interdepartmental Promotional

FIRE ASSISTANT CHIEF

Interdepartmental Promotional

SENIOR HOUSING INSPECTOR

SENIOR MACHINIST SUPERVISOR

SENIOR UTILITY ACCOUNTANT

Open Competitive

HAZARDOUS MATERIALS SPECIALIST

HOUSING INVESTIGATOR

March 27, 2026

Interdepartmental Promotional and Open Competitive

BACKGROUND INVESTIGATION MANAGER

Interdepartmental Promotional

PRINCIPAL RECREATION SUPERVISOR

Open Competitive

TRAFFIC OFFICER

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

1) **ACCOUNTING RECORDS SUPERVISOR**

Kimberley AGBONKPOLOR, Senior Management Analyst, Department of Public Works, Bureau of Sanitation, Arthur MANOLO, Principal Accountant, Harbor Department.

2) **APPRENTICE MACHINIST**

Leonard JOHNSON, Machinist and Erik NIELSEN, Senior Machinist Supervisor, Department of Water & Power

3) **LIBRARIAN**

Tamiko BOYD and Christopher KIEFER, Senior Librarians, Library Department

4) **SENIOR CARPENTER**

Ryan COMBS, Airports Maintenance Superintendent, Department of Airports, Jose GAXIOLA, Construction and Maintenance Supervisor, Department of General Services

5) **STREET LIGHTING ENGINEER**

Fabian CHENG, Assistant Director and Victor TURCIOS, Senior Street Lighting Engineer, Department of Public Works, Bureau of Street Lighting.

File No. 56249

8. ADMINISTRATIVE ACTIONS, (continue)

c. Make the following **APPEALS** a matter of record:

Discharge

David CARTWRIGHT, Gardener Caretaker, Harbor Department of Public Works, Bureau of Contract Administration. Form 77 filed with Records March 23, 2026.

Cause of Action:

- 1) Operating City equipment unsafely and/or without the required license or correct equipment.
- 2) Violation of safety rules or practices, which endangers the employee or others or damages City property or equipment.

Discipline: Discharge effective March 23, 2026.

In accordance with Charter Section 1016, the Appellant filed an appeal through his legal representative with the Office of the Commission on March 28, 2026.

File No. 56250

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

ADMINISTRATIVE CLERK, Department of Transportation. Form 77 filed with Records February 3, 2026.

Cause of Action:

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

Discipline: Discharge effective February 3, 2026.

AIR CONDITIONING MECHANIC, Department of Public Works, Bureau of Sanitation. Form 77 filed with Records February 11, 2026.

Cause of Action:

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

Discipline: Discharge effective February 10, 2026.

AIRPORT GUIDE, Department of Airports. Form 77 filed with Records January 26, 2026.

Cause of Action: Violation of Department Administrative Guide §5.020

- 1) §§B-1 Violation of Department Rules to monitor Attendance
- 2) §§C-1 Unexcused, excessive or patterned absenteeism.
- 3) §§C-2 Failure to maintain satisfactory attendance and/or failure to correct attendance deficiencies.
- 4) §§C-3 Failure to follow established procedures to notify supervision of inability to report for work.
- 5) §§C-5 Frequent unexcused tardiness.

Discipline: Discharge effective January 29, 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>
7743	1	93-13641	Senior Administrative Clerk, 1368
7758	1	95-14092	Information Systems Manager, 1409
7759	1	91-15024	Senior Systems Analyst, 1597
7760	1	91-15017	Systems Analyst, 1596
7761	1	91-13005	Utility Executive Secretary, 1336
7762	1	91-12031	Commercial Service Supervisor, 1213
7763	1	95-91053	Utility Administrator, 9105
7764	1	95-91052	Utility Administrator, 9105
7766	36	91-12068	Customer Service Representative, 1230
7767	8	91-12068	Customer Service Representative, 1230
7788	3	91-15024	Senior Systems Analyst, 1597
7789	2	91-12069	Customer Service Representative, 1230
7790	2	91-12069	Customer Service Representative, 1230

2. 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>
7765	1	95-37552	Utility Services Specialist, 3755
7768	1	42-72117	Waterworks Engineer, 7248
7769	5	93-39126	Water Utility Worker, 3912
7770	1	93-31102	Labor Supervisor, 3126
7771	1	95-72462	Civil Engineering Associate, 7246
7772	1	95-37553	Utility Services Specialist, 3755
7773	1	42-72117	Waterworks Engineer, 7248
7774	1	95-37531	Senior Utility Services Specialist, 3753
7775	1	95-94061	Managing Water Utility Engineer, 9406
7776	3	42-72107	Civil Engineering Drafting Technician, 7232
7777	1	93-33002	Building Repair Supervisor, 3338
7778	14	95-72462	Civil Engineering Associate, 7246
7779	1	91-94112	Legislative Representative, 9482
7787	1	95-72463	Civil Engineering Associate, 7246
7791	1	95-15390	Management Assistant, 1539
7792	1	95-94061	Managing Water Utility Engineer, 9406

9. CLASSIFICATION ACTIONS, (Continued)

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

3. 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>
7780	20	94-38081	Electric Meter Setter, 3822
7721	3	95-34351	Asbestos Worker, 3435
7782	1	94-13110	Utility Executive Secretary, 1336
7784	1	94-79002	Data Analyst, 1779
7785	1	95-72533	Engineering Geologist Associate, 7253
7786	1	94-36127	Senior Communications Electrician, 3638

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

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4218	1	Senior Personnel Analyst, 9167
4219	1	Library Assistant, 1172

5. Allocate the following new positions for the **Department of Airports**, as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4217	1	Senior Storekeeper, 1837
4223	1	Management Assistant, 1539

6. Allocate the following new positions for the **Office of the Controller** as indicated:

<u>CSC No.</u>	<u>No. of Positions</u>	<u>Class Title and Code</u>
4220	1	Financial Management Specialist, 9198
4221	1	Fiscal Systems Specialist, 1555
4222	2	Payroll Analyst, 1630

File No. 56251

COMMISSION ACTION: RECOMMENDATION APPROVED

10. ADJOURNMENT

The meeting was adjourned on a motion by Commissioner Kirenga, seconded by Commissioner Gould at 12:53 p.m.

GUY LIPA
Commission President

BRUCE E. WHIDDEN,
Commission Executive Director