

REGULAR MEETING OF THE
CIVIL SERVICE COMMISSION
CULVER CITY, CALIFORNIA

February 7, 2024
7:00 P.M.

Call to Order & Roll Call

The regular meeting of the Civil Service Commission was called to order at 7:04 P.M. in Mike Balkman Council Chambers at Culver City Hall and on Webex.

Present: Chair Chi Ming Gong
Vice Chair Michele Van Gelderen
Commissioner Rachelle Jackson
Commissioner Sal LaPardo
Commissioner Peter Stern

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Pledge of Allegiance

Chair Gong led the Pledge of Allegiance.

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Public Comment - Items NOT On the Agenda

Chair Gong invited public comment.

The following member of the public addressed the Commission:

Chad Kroeger requested that the day after the Super Bowl be made a national holiday.

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Receipt of Correspondence

Selamawit Abrha, Human Resources Technician, indicated that no correspondence had been received.

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Presentations

Item P-1

**Outstanding Job Performance Recognition: Luis Garcia,
Maintenance Electrician for Public Works Department,
Maintenance Operations Division**

Amy Webber, Human Resources Analyst, introduced the item noting that the title should reflect Traffic Signal Technician, not Maintenance Electrician.

Gary Wansley, Maintenance Operations Manager, presented the Outstanding Job Performance Recognition to Luis Garcia, Traffic Signal Technician; discussed the dedication and work ethic displayed by Luis Garcia during his tenure; teamwork; demand on the division; expertise; responsiveness; commitment; willingness to try things; and he expressed gratitude to Mr. Garcia for a job well done.

Luis Garcia expressed gratitude to the City for the recognition and to his coworkers for their efforts.

Chair Gong thanked Mr. Garcia for his service.

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Item P-2

**Outstanding Job Performance Recognition: Mordecai Nickerson,
Senior Public Works Inspector for Public Works Department,
Engineering Division**

Amy Webber, Human Resources Analyst, introduced the item.

Mate Gaspar, Engineering Services Manager, presented the Outstanding Job Performance Recognition for the Engineering Division's Public Works Employee of the Year, to Senior Public Works Inspector, Mordecai Nickerson; discussed his experience in the City; and expressed appreciation for his willingness to step up to cover duties of a vacant position.

Mordecai Nickerson, Senior Public Works Inspector, thanked the City for the award noting the importance of the entire team to the success of the operation.

Chair Gong noted that it was unusual for the Inspector to get along with contractors.

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Item P-3

Outstanding Job Performance Recognition: Sammy Romo, Senior Civil Engineer for the Public Works Department, Engineering Division

Amy Webber, Human Resources Analyst, introduced the item.

Yanni Demitri, Public Works Director, presented the Outstanding Job Performance Recognition to Senior Civil Engineer Sammy Romo; discussed the main tasks that Sammy Romo is responsible for; accomplishments; and he expressed appreciation for the positive attitude of Mr. Romo.

Sammy Romo, Senior Civil Engineer, expressed appreciation for the recognition and for being able to work for the City noting that the award could have gone to anyone on his great team; he thanked his family for their patience; he discussed the successful completion of the challenging bridge project; and acknowledged the huge undertaking to provide fiber on every street in the City.

Chair Gong expressed appreciation for the quick completion of the high speed internet in the City.

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Item P-4

Outstanding Job Performance Recognition: Gerardo Ramos, Traffic Painter for Public Works Department, Maintenance Operation Division

Amy Webber, Human Resources Analyst, introduced the item.

Randy Ludeke, Street Maintenance Supervisor, presented the Outstanding Job Performance Recognition for Employee of the Half-Year for 2023 to Traffic Painter Gerardo Ramos; discussed job duties; the addition of handling graffiti abatement; and he expressed appreciation for the positive attitude exhibited by Mr. Ramos.

Gerardo Ramos, Traffic Painter, was called to speak but declined to speak on the Webex.

Chair Gong expressed appreciation to Mr. Ramos for his work noting that Culver City is amazingly graffiti-free.

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Item P-5

Outstanding Job Performance Recognition: Gabriel Garcia, Traffic Engineering Analyst, for the Public Works Department, Mobility and Traffic Engineering Division

Amy Webber, Human Resources Analyst, introduced the item.

Andrew Maximous, Mobility and Traffic Engineering Manager, presented the Outstanding Job Performance Recognition to Traffic Engineering Analyst Gabriel Garcia for the Mobility and Traffic Engineering Division 2023 Employee of the Year; provided background on Mr. Garcia; discussed the duties; dedication; endurance; positive attitude; and he noted the transition of Mr. Garcia to the Transportation Department.

Gabriel Garcia, Traffic Engineering Analyst, expressed gratitude for the honor and for being able to serve; he echoed comments made by a previous honoree noting that the recognition could be for anyone on his team; expressed appreciation to his colleagues; thanked his family for their patience; discussed the importance of teamwork; the value that everyone brings to the work; and he felt honored to be able to work for the City.

Chair Gong thanked Mr. Garcia for his dedication.

Commissioner LaPardo indicated having had the opportunity to work with Mr. Garcia and thanked him for his dedication.

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Item P-6

Outstanding Job Performance Recognition: Richard Smith, Sanitation Roll-Off Driver for Public Works Department, EPO Division

Selamawit Abrha, Human Resources Technician, introduced the item.

Sean Singletary, Environmental Programs and Operations Manager, presented the Outstanding Job Performance Recognition for Richard Smith, Sanitation Roll-Off Driver; felt that his department had the hardest working employees in the City; discussed challenges faced by employees; the background on Mr. Smith; duties; personal commitment; ensuring the completion of all routes; positive attitude; flexibility; strong work ethic; and he reported that Mr. Smith had expressed regret that he could not attend the meeting due to his work schedule and appreciation for the honor.

Chair Gong asked that appreciation be conveyed to Mr. Smith for his dedication to the City.

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Item P-7

Outstanding Job Performance Recognition: Francisco Olague, Scout Vehicle Operator for Public Works Department, EPO Division

Selamawit Abrha, Human Resources Technician, introduced the item.

Sean Singletary, Environmental Programs and Operations Manager, presented the Outstanding Job Performance Recognition for Scout Vehicle Operator Francisco Olague discussed the importance of dependability; Mr. Olague's outstanding attitude and willingness to go above and beyond; and Mr. Olague's positive representation of the City with his professionalism and attention to detail.

Francisco Olague expressed appreciation to the City for the award and he indicated that he would continue to work hard.

Commissioners, staff, and honorees paused to take commemorative photographs from 7:47 p.m. to 7:50 p.m.

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Consent Calendar

MOVED BY CHAIR GONG, SECONDED BY VICE CHAIR VAN GELDEREN AND UNANIMOUSLY CARRIED, THAT THE CIVIL SERVICE COMMISSION APPROVE CONSENT CALENDAR ITEMS C-1 AND C-2.

Item C-1

Approval of Minutes for the Regular Civil Service Commission Meeting of January 3, 2024

THAT THE CIVIL SERVICE COMMISSION APPROVE MINUTES FOR THE REGULAR CIVIL SERVICE COMMISSION MEETING OF JANUARY 3, 2024 AS WRITTEN.

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Item C-2

Extension of Eligible List(s): Associate Planner and Planning Technician

Amy Webber, Human Resources Analyst, reported a correction to the grid noting that Community Development should reflect the current department title which is Planning and Development.

THAT THE CIVIL SERVICE COMMISSION:

1. EXTEND THE ELIGIBLE LIST FOR ASSOCIATE PLANNER.
2. EXTEND THE ELIGIBLE LIST FOR PLANNING TECHNICIAN.

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Order of the Agenda

No changes were made.

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Action Items

Item A-1

Consideration of a Request for a Closed Hearing to Appeal a Disciplinary Action

Amy Webber, Human Resources Analyst, provided a summary of the material of record and requested a few minutes to secure the meeting to ensure the privacy of the employee involved.

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Recess/Reconvene

The meeting was recessed from 7:54 P.M. to 8:33 P.M.

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Item A-1
(Continued)

Consideration of a Request for a Closed Hearing to Appeal a Disciplinary Action

Chair Gong reconvened meeting noting that the Commission unanimously decided to hear the appeal. Chair Gong requested staff to read the motion into the record.

Amy Webber, Human Resources Analyst, reported that in regards to the request for a closed hearing to appeal a disciplinary action, the Commission will hear the matter, and had scheduled June 3, 2024 through June 7, 2024 for the hearing with the pre-hearing conference to be set at a future date.

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Public Comment - Items NOT on the Agenda (Continued)

Chair Gong invited public comment.

Selamawit Abrha, Human Resources Technician, indicated that no additional requests to speak for Items NOT on the Agenda had been received.

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Items from Staff

Dana Anderson, Human Resources Director, introduced Deputy City Attorney III, Monica Kilaita.

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Items from Civil Service Commissioners

None.

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Civil Service Commission

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Adjournment

There being no further business, at 8:34 P.M., the Civil Service Commission adjourned to a regular meeting to be held at 7:00 P.M. on Wednesday, March 6, 2024.

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Dana Anderson
Human Resources Director, Culver City, California
SECRETARY TO THE CIVIL SERVICE COMMISSION
Culver City, California

APPROVED _____

Chi Ming Gong
CHAIR of the Civil Service Commission
Culver City, California

I declare under penalty of perjury under the laws of the State of California that, on the date below written, these minutes were filed in the Office of the City Clerk, Culver City, California and constitute the Official Minutes of said meeting.

Jeremy Bocchino
CITY CLERK

Date