



City of Santa Clara

Meeting Agenda

Civil Service Commission

Thursday, March 13, 2025

6:00 PM

Hybrid Meeting
City Hall Council
Chambers/Virtual
1500 Warburton Avenue
Santa Clara, CA, 95050

The City of Santa Clara is conducting the Civil Service Commission in a hybrid manner (in-person and a method for the public to participate remotely).

• Via Zoom:

<https://santaclaraca.zoom.us/j/82497868823?pwd=pKSM4g0xuJN3b2fkH8rUSjOuw9rbqC.1>

Webinar ID: 824 9786 8823

Passcode: 332703

OR

Phone: 1 (669) 900-6833

CALL TO ORDER AND ROLL CALL

CONSENT CALENDAR

Pledge of Allegiance

1.a 25-275 [Action to Approve the Civil Service Commission Meeting Minutes of February 13, 2025](#)

Recommendation: Approve the Civil Service Commission meeting minutes of February 13, 2025.

ATTACHMENTS

1. Meeting Minutes - February 13, 2025

1.b 25-306 [Note and File the Current Status and Requisition Report Dated February 28, 2025](#)

Recommendation: Note and file the Current Status and Requisition Report dated February 28, 2025

PUBLIC PRESENTATIONS

[This item is reserved for persons to address the body on any matter not on the agenda that is within the subject matter jurisdiction of the body. The law does not permit action on, or extended discussion of, any item not on the agenda except under special circumstances. The governing body, or staff, may briefly respond to statements made or questions posed, and appropriate body may request staff to report back at a subsequent meeting.]

GENERAL BUSINESS

2. **25-307** [Action to Adjust the Examination Weighting Plan for Police Records Specialist I \(Job Code 641\) and Police Records Specialist II \(Job Code 643\) to Qualifying Written and 100% Oral Exam on an Ongoing Basis](#)

Recommendation: Approve the modified weighting plan to a qualifying written examination and 100% oral board examination for Police Records Specialist I (Job Code 641) and Police Records Specialist II (Job Code 643) on an ongoing basis

3. **25-312** [Action to Abolish the Eligible List for Senior Civil Engineer \(Job Code 322\)](#)

Recommendation: Approve abolishing the eligible list for Senior Civil Engineer (Job Code 322)

4. **25-323** [Discussion and Possible Action on: Continued Appointment of Salary Setting Commissioner; Establishment of a Procedural Rule for Civil Service Commission Regarding Same](#)

Recommendation:

1. Establish a procedural rule for the Civil Service Commission, pursuant to SCCC 2.120.020(a), governing the removal of a Salary Setting Commissioner upon the same standard as stated in the Charter for other Commissions (unexcused absence from three consecutive regular meetings)
2. Discuss and possibly take action on the removal of a Salary Setting Commissioner

STAFF REPORT**COMMISSIONERS REPORT****ADJOURNMENT****MEETING DISCLOSURES**

The time limit within which to commence any lawsuit or legal challenge to any quasi-adjudicative decision made by the City is governed by Section 1094.6 of the Code of Civil Procedure, unless a shorter limitation period is specified by any other provision. Under Section 1094.6, any lawsuit or legal challenge to any quasi-adjudicative decision made by the City must be filed no later than the 90th day following the date on which such decision becomes final. Any lawsuit or legal challenge, which is not filed within that 90-day period, will be barred. If a person wishes to challenge the nature of the above section in court, they may be limited to raising only those issues they or someone else raised at the meeting described in this notice, or in written correspondence delivered to the City of Santa Clara, at or prior to the meeting. In addition, judicial challenge may be limited or barred where the interested party has not sought and exhausted all available administrative remedies.

If a member of the public submits a speaker card for any agenda items, their name will appear in the Minutes. If no speaker card is submitted, the Minutes will reflect "Public Speaker."

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the City of Santa Clara will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities, and will ensure that all existing facilities will be made accessible to the maximum extent feasible. The City of Santa Clara will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities including those with speech, hearing, or vision impairments so they can participate equally in the City's programs, services, and activities. The City of Santa Clara will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities.

Agendas and other written materials distributed during a public meeting that are public record will be made available by the City in an appropriate alternative format. Contact the City Clerk's Office at 1 408-615-2220 with your request for an alternative format copy of the agenda or other written materials.

Individuals who require an auxiliary aid or service for effective communication, or any other disability-related modification of policies or procedures, or other accommodation, in order to participate in a program, service, or activity of the City of Santa Clara, should contact the City's ADA Coordinator at 408-615-3000 as soon as possible but no later than 48 hours before the scheduled event.



City of Santa Clara

1500 Warburton Avenue
Santa Clara, CA 95050
santaclaraca.gov
@SantaClaraCity

Agenda Report

25-275

Agenda Date: 3/13/2025

REPORT TO CIVIL SERVICE COMMISSION

SUBJECT

Action to Approve the Civil Service Commission Meeting Minutes of February 13, 2025

RECOMMENDATION

Approve the Civil Service Commission meeting minutes of February 13, 2025.

ATTACHMENTS

1. Meeting Minutes - February 13, 2025



City of Santa Clara

Meeting Minutes

Civil Service Commission

02/13/2025

6:00 PM

Hybrid Meeting
City Hall Council Chambers/Virtual
1500 Warburton Avenue
Santa Clara, CA, 95050

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Webinar ID: 824 9786 8823

Passcode: 332703

OR

Phone: 1 (669) 900-6833

CALL TO ORDER AND ROLL CALL

Chair Felizardo called the meeting to order at 6:02 pm and lead the meeting with the Pledge of Allegiance

Present 4 - Chair Franklin Felizardo, Commissioner Ron Billingsley, Commissioner Wesley Dudzinski, and Commissioner Samuel Pumarejo

Absent 1 - Commissioner Arti Purohit

CONSENT CALENDAR

1.a [25-213](#) Action to Approve the Civil Service Commission Meeting Minutes of January 22, 2025

A motion was made by Commissioner Billingsley, seconded by Commissioner Dudzinski to approve the January 22, 2025 Civil Service Commission meeting minutes.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

- 1.b [25-184](#) Note and File the Current Status and Requisition Report Dated January 31, 2025

A motion was made by Commissioner Billingsley, seconded by Commissioner Dudzinski, to Note and File the Current Status and Requisition Report dated January 31, 2025.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

PUBLIC PRESENTATIONS

None

GENERAL BUSINESS

2. [25-185](#) Action to Modify Police Training Coordinator (Job Code 648) Class Specification

A motion was made by Commissioner Dudzinski, seconded by Commissioner Pumarejo, to Modify the Police Training Coordinator Class Specification.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

3. [25-186](#) Action to Modify Grounds Maintenance Worker I (Job Code 485) Class Specification and Add Grounds Maintenance Worker I (Job Code 485A) Class Specification

A motion was made by Commissioner Billingsley, seconded by Commissioner Dudzinski to Modify the Grounds Maintenance Worker I Class Specification and Add Grounds Maintenance Worker I Class Specification.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

4. [25-191](#) Action to Modify the Class Specification and Weighting Plan for Grounds Maintenance Worker II (Job Code 490) and Add Grounds Maintenance Worker II (Job Code 490A) Class Specification

A motion was made by Commissioner Pumarejo, seconded by Commissioner Billingsley, to Modify the Class Specification and Weighting Plan for Grounds Maintenance Worker II and Add Grounds Maintenance Worker II Class Specification.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

5. [25-192](#) Action to Modify the Class Specification and Weighting Plan for Grounds Maintenance Worker III (Job Code 495) and Add Grounds Maintenance Worker III (Job Code 495A) Class Specification

A motion was made by Commissioner Dudzinski, seconded by Commissioner Pumarejo, to Modify the Class Specification and Weighting Plan for Grounds Maintenance Worker III and Add Grounds Maintenance Worker III Class Specification.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

STAFF REPORT

None

COMMISSIONERS REPORT

None

ADJOURNMENT

A motion was made by Commissioner Dudzinski, seconded by Commissioner Billingsley, to adjourn the meeting at 6:38 pm.

Aye: 4 - Chair Felizardo, Commissioner Billingsley, Commissioner Dudzinski, and Commissioner Pumarejo

Absent: 1 - Commissioner Purohit

MEETING DISCLOSURES

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City of Santa Clara

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Agenda Report

25-306

Agenda Date: 3/13/2025

REPORT TO CIVIL SERVICE COMMISSION

SUBJECT

Note and File the Current Status and Requisition Report Dated February 28, 2025

RECOMMENDATION

Note and file the Current Status and Requisition Report dated February 28, 2025

ATTACHMENT

1. Current Status and Requisition Report Dated February 28, 2025

Current Status and Requisition Report*

Dated February 28, 2025

Requisition	Classification	Department	No. Positions Approved to Fill
2319571	Staff Aide I	City Manager's Office	1
2319625	Assistant/Associate Planner	Community Development	2
2319566	Combination Inspector	Community Development	2
2319605/2419651	Office Specialist II	Community Development	3
2419665	Staff Aide I	Community Development	1
2319549	Electric Meter Technician	Electric Utility	2
2319553	Electric Utility Electrician	Electric Utility	4
2319548	Electric Utility Electrician Technician	Electric Utility	1
2319538	Electric Utility Engineer	Electric Utility	5
TBD	Electric Utility Generation Technician	Electric Utility	2
TBD	Electric Utility Network Administrator	Electric Utility	2
22340	Electric Utility Programmer Analyst	Electric Utility	2
2319540	Electric Water and Sewer Operator	Electric Utility	1
TBD	Journey Lineworker	Electric Utility	3
TBD	Office Specialist II	Electric Utility	1
TBD	Office Specialist III	Electric Utility	1
2319588	Power Contract Specialist	Electric Utility	1
2319535/2319539	Senior Electric Utility Engineer	Electric Utility	4
2419660	Senior Electric Utility Generation Technician	Electric Utility	1
2419659	Senior Instrument and Control Technician	Electric Utility	1
2319498	Senior Resource Analyst	Electric Utility	1
2319569	Accounting Technician II	Finance	2
2419677	Chief Storekeeper	Finance	1
2419678	Materials Handler	Finance	1
2319609	Meter Reader	Finance	1
TBD	Fire Prevention Specialist I	Fire	1
2419649	Office Specialist II	Fire	2
2419680	Permit Technician I	Fire	1
2319583	Firefighter	Fire	5
2319635	Librarian I/II	Library	1
2419661	Senior Library Assistant	Library	1
2419667/2419668	Grounds Maintenance Worker I/II	Parks & Recreation	13
2419670	Parks Maintenance Craft Worker	Parks & Recreation	1
2319579	Recreation Coordinator	Parks & Recreation	2
98-19-650C/35-14-689C	Community Service Officer I/II	Police	2
2319636	Jail Service Officer	Police	1
2319594	Police Officer Recruit/Lateral	Police	9
19256/20275/21321	Police Records Specialist II	Police	2
TBD	Public Safety Dispatcher I/II	Police	7
2419645	Police Training Coordinator	Police	1
2319631	Associate Engineer (Civil)	Public Works	2
2419676	Code Enforcement Technician	Public Works	1
2419582	Senior Engineering Aide	Public Works	1

Current Status and Requisition Report*

Dated February 28, 2025

Requisition	Classification	Department	No. Positions Approved to Fill
2319637	Senior Civil Engineer	Public Works	1
2419663	Street Mainenance Worker I	Public Works	1
TBD	Associate Engineer (Civil)	Water and Sewer Utilities	1
2319628	Code Enforcement Officer	Water and Sewer Utilities	1
2319624	Code Enforcement Technician	Water and Sewer Utilities	1
2319557	Equipment Operator	Water and Sewer Utilities	1
2319529/2319617	Pump Maintenance Technician	Water and Sewer Utilities	1
2419560	Senior Civil Engineer	Water and Sewer Utilities	1
TBD	Senior Engineering Aide	Water and Sewer Utilities	1
TBD	Utility Business System Specialist	Water and Sewer Utilities	1
2319629	Utility Inspection Technician	Water and Sewer Utilities	1
2319638	Water & Sewer Maintenance Worker I	Water and Sewer Utilities	4
Total			114

Current Status and Requisition Report*

Dated February 28, 2025

Classified New Hires, Promotions, and Rehires from July 1, 2024 - February 28, 2025

New Hires	38
Promotions	29
Transfers	0
Rehires	1
Total	68

Classified Positions Filled January 2025 - February 2025

Classification	Department	No. of Hires/Promotions/Transfers
Accountant	Finance	1
Building Maintenance Worker	Public Works	1
Combination Inspector	Community Development	1
Customer Service Representative - Permit	Community Development	1
Office Specialist III	Water & Sewer Utilities	1
Office Specialist IV	Community Development	1
Police Sergeant	Police	2
Recruit Police Officer	Police	2
Staff Aide I	Water & Sewer Utilities	1
Staff Aide II	Silicon Valley Power	1
Water Service Technician	Water & Sewer Utilities	1
	Total	13

*Data includes classified positions, covered by the Civil Service Rules, and excludes unclassified and as-needed recruitments.



Agenda Report

25-307

Agenda Date: 3/13/2025

REPORT TO CIVIL SERVICE COMMISSION

SUBJECT

Action to Adjust the Examination Weighting Plan for Police Records Specialist I (Job Code 641) and Police Records Specialist II (Job Code 643) to Qualifying Written and 100% Oral Exam on an Ongoing Basis

BACKGROUND

The Human Resources Department requests Commission approval of a modification to the examination weighting plan for Police Records Specialist I/II (Job Code 641/643). This request is based on the authority of Civil Service Rule 3.1, "The Commission shall determine whether the examination shall consist of a written, oral, or performance, or psychological, investigative, physical test, or any combination thereof, and shall indicate the procedure in the announcement." This request has been coordinated with the Police Department.

DISCUSSION

In coordination with the Police Department, the Human Resources Department recommends modifications to the examination weighting plan for Police Records Specialist I/II (Job Code 641/643) on an ongoing basis. Currently, the Police Records Specialist I/II (Job Code 641/643) examination weighting plan consists of a qualifying performance exam, qualifying written exam, and 100% oral board exam. The proposed modification is to make the examination weighting plan a qualifying written exam and 100% oral board examination. A typing certification is required as the performance exam and this is recommended to be removed from the recruitment process. At the April 10, 2024, Civil Service Commission Meeting, the Commission approved to remove the typing certification for all clerical and administrative positions in the City of Santa Clara Employees Association (Unit 578) bargaining group. At the time, the City did not propose removing the typing certification for classifications outside of this bargaining group.

In an effort to broaden out the candidate pool, it is recommended to remove the typing certification requirement. Many candidates are screened out at the application stage due to not possessing the typing certificate. Candidates have raised concerns regarding typing certification testing accessibility, not enough time during the application period to obtain the certification, and the cost of the exam, which is not a reimbursable expense to candidates. Further, typing certifications are considered outdated and are not a strong indicator of a candidate's overall ability to perform the job duties. The Police Department will instead assess candidates through various components of the testing process, including the interview process and during the selected candidate's probationary period.

There are no recommended changes to the class specification for Police Records Specialist I/II (Job Code 641/643).

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no fiscal impact to revising the class specification other than staff time.

PUBLIC CONTACT

Public contact was made by posting the Civil Service Commission agenda on the City's official-notice bulletin board outside City Hall Council Chambers. A complete agenda packet is available on the City's website and in the City Clerk's Office at least 72 hours prior to a Regular Meeting and 24 hours prior to a Special Meeting. A hard copy of any agenda report may be requested by contacting the City Clerk's Office at (408) 615-2220, email clerk@santaclaraca.gov <mailto:clerk@santaclaraca.gov> or at the public information desk at any City of Santa Clara public library.

RECOMMENDATION

Approve the modified weighting plan to a qualifying written examination and 100% oral board examination for Police Records Specialist I (Job Code 641) and Police Records Specialist II (Job Code 643) on an ongoing basis

Reviewed by: Ashley Lancaster, Deputy Director

Approved by: Aracely Azevedo, Director of Human Resources



Agenda Report

25-312

Agenda Date: 3/13/2025

REPORT TO CIVIL SERVICE COMMISSION

SUBJECT

Action to Abolish the Eligible List for Senior Civil Engineer (Job Code 322)

ACTION AND AUTHORITY

Eligible lists generally shall remain in force for a period of one year (if not extended) for non-sworn positions, pursuant to Civil Service Rules, Sec. 4.3. The Water & Sewer Utilities Department and Department of Public Works is requesting to abolish the Senior Civil Engineer (Job Code 322) eligible list based on the authority of Civil Service Rules, Sec. 4.8, "Eligible lists may be abolished by the Director of Human Resources under the following conditions: a) If the list contains fewer than five (5) names." If the eligible list contains more than five names, and the list is proposed to be established, the action is brought to the Civil Service Commission for approval.

Under direct supervision, the Senior Civil Engineer performs difficult professional civil engineering field and office work in the planning, designing, constructions and/or maintenance of programs; may work with the public and consultants to provide professional direction and information on specific programs and projects, performs engineering assignments on a wide range of municipal projects of moderate to high complexity and provides leadership and supervision to professional and paraprofessional engineering staff.

DISCUSSION

The Senior Civil Engineer (Job Code 322) classification is used in the Department of Public Works (DPW) and the Water & Sewer Utilities Department (Water & Sewer). Both departments conducted a continuous recruitment in March 2024 to fill two (2) vacancies; one (1) in DPW (Traffic Division) and one (1) in Water & Sewer.

An eligible list comprised of eight (8) candidates was created in May 2024. One (1) candidate was selected for the DPW (Traffic Division) vacancy, and a verbal offer was issued, but the candidate did not accept due to a misalignment in salary expectations. Another candidate was selected to fill this vacancy and accepted the offer. Water & Sewer did not select a candidate from the eligible list.

Since this recruitment was posted as continuous, and a new vacancy occurred in the DPW (Design Division), additional qualified applicants were invited to oral board interviews in December 2024 for the vacant positions in both departments. This resulted in the placement of one (1) additional candidate on the eligible list, which then comprised eight (8) candidates.

Since the establishment of the eligible list, all candidates on the list have been invited to department second-round interviews, and all candidates participated, except for one (1) candidate, who responded to the interview invitation that they were not available to interview with the Department but requested to remain on the eligible list.

Although the remaining seven (7) candidates on the eligible list meet the minimum qualifications of the position, which consists of *five (5) years of progressively responsible experience in civil engineering office and field work performing professional level engineering work*, they do not possess the desirable qualifications for the vacant positions for the following reasons:

- Insufficient experience in either Water & Sewer Operations and Maintenance, regulatory compliance, Traffic Engineering, Design, or Capital Improvement project delivery
- No or insufficient experience in a public utility and/or the public sector, including experience with other public agencies

Although the desirable qualifications were listed on the job announcement, the candidate pool was small, and the departments interviewed all candidates that met the minimum qualifications. This is a journey level position, and the desirable qualifications are essential in order for candidates to be successful in the job and possess the ability to effectively work in the position during their probationary period as they are expected to have a strong baseline of the experience in one of the aforementioned desirable qualification areas. The eligible list is currently set to expire on May 29, 2025.

Abolishing the eligible list would allow Human Resources to conduct another recruitment and create a new eligible list for Senior Civil Engineer (Job Code 322).

ENVIRONMENTAL REVIEW

The action being considered does not constitute a “project” within the meaning of the California Environmental Quality Act (“CEQA”) pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no additional cost to the City other than administrative staff time and expense.

PUBLIC CONTACT

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RECOMMENDATION

Approve abolishing the eligible list for Senior Civil Engineer (Job Code 322)

Reviewed by: Ashley Lancaster, Deputy Director

Approved by: Aracely Azevedo, Director of Human Resources



Agenda Report

25-323

Agenda Date: 3/13/2025

REPORT TO CIVIL SERVICE COMMISSION

SUBJECT

Discussion and Possible Action on: Continued Appointment of Salary Setting Commissioner; Establishment of a Procedural Rule for Civil Service Commission Regarding Same

BACKGROUND

Charter Section 702 requires the Civil Service Commission (CSC) appoint five (5) members to the Salary Setting Commission (SSC). The Salary Setting Commission meets every odd year to set the compensation for the positions of Mayor and Councilmember, City Clerk and Police Chief. Generally, the Salary Setting Commission commences the meetings in February of every odd year.

In February 2023, the CSC appointed Natasha Humphries to the SSC. Commissioner Humphries has not attended any meetings of the SSC since her appointment in 2023.

DISCUSSION

Prior to the commencement of the 2025 SSC meetings, staff reached out to Ms. Humphries to confirm her continued interest in serving on the Salary Setting Commission. Ms. Humphries confirmed that she was still interested in serving on the SSC.

The SSC commenced its meetings again on February 3, 2025. Since that time, they have met four times. Since Ms. Humphries did not attend the meeting on February 3, 2025, staff again reached out to Ms. Humphries to confirm her continued interest in serving on the SSC. On February 5, 2025, Ms. Humphries responded confirming her continued interest but was not available for the next two weeks. The SSC met on February 10, 17 and March 3, 2025. Unfortunately, Ms. Humphries did not participate in these meetings.

The SSC has expressed concern with the lack of participation and number of unexcused absences.

Charter Section 1004 states, in pertinent part, “ If a member of a board or commission **absents himself/herself from three regular meetings of such board or commission, consecutively**, unless with permission of such board or commission expressed in its official minutes, or is convicted of a crime involving moral turpitude, or ceases to be a qualified elector of the City, his/her office shall be vacant and shall be so declared by the City Council.” Thus, for commissions appointed by City Council, the City Council may take action to remove a Commissioner for failure of attendance. Since the SSC is, by charter, appointed by the CSC rather than the City Council, it is illogical for the City Council to take action to remove a Salary Setting Commissioner. In addition, it appears to be the will of the voters of the City to ensure that the SSC remains independent from influence or oversight by the legislative body whose salary they set.

City Code Section 2.120.020(a) allows for Boards and Commission to adopt and establish their own procedural rules and regulations pertaining to the conduct of the business of the Commission. Of course, any such rule or regulation must not violate or contradict existing City rules or policies, and should abide by general best practices, as advised by staff. In order to establish with clarity the process applicable to removal of a Salary Setting Commissioner by the CSC, staff recommends that the CSC discuss and possibly take action to establish a procedural rule governing the removal of a Salary Setting Commissioner upon the same standard as stated in the Charter for other Commissions (unexcused absence from three consecutive regular

meetings).

The Salary Setting Commission does not have a policy or guidelines that discuss unexcused absences. Ms. Humphries's absences were not excused by the SSC. Since Ms. Humphries has not attended any meetings in 2023 and 2025 since her appointment, it is requested that the Civil Service Commission discuss her continued appointment to the Salary Setting Commission.

ENVIRONMENTAL REVIEW

The action being considered does not constitute a "project" within the meaning of the California Environmental Quality Act ("CEQA") pursuant to CEQA Guidelines section 15378(b)(5) in that it is a governmental organizational or administrative activity that will not result in direct or indirect changes in the environment.

FISCAL IMPACT

There is no additional cost to the City other than administrative staff time and expense.

PUBLIC CONTACT

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RECOMMENDATION

1. Establish a procedural rule for the Civil Service Commission, pursuant to SCCC 2.120.020(a), governing the removal of a Salary Setting Commissioner upon the same standard as stated in the Charter for other Commissions (unexcused absence from three consecutive regular meetings)
2. Discuss and possibly take action on the removal of a Salary Setting Commissioner

Reviewed by: Aracely Azevedo, Director of Human Resources

Approved by: Nadine Nader, Chief Operating Officer