

**CITY OF SANTA BARBARA  
CIVIL SERVICE COMMISSION  
MINUTES  
SPECIAL MEETING**

Monday, October 5, 2020

4:15 p.m.

Via GoToMeeting

**ORDER OF BUSINESS:**

1. *Call to Order & Roll Call.* The meeting was called to order by Chair Donna Lewis. Present: Commissioners Alan Kasehagen, Stephen Weiss, Lindsey Charles, and Desmond O'Neill. Staff members Graciela Reynoso, Wendy Levy, and Erik Uchida were present.
2. *Public Comment.* Nobody wished to make a public comment. Kaylee Ganski joined the online meeting as an observer because she was interested in joining a commission with the City of Santa Barbara, but she said that she did not wish to make a public comment. At this time, Mr. O'Neill informed the commission that he would not be returning for another term.
3. *Announcement of the decision from the Civil Service Hearing for Michael McDevitt.* The Commission announced that they upheld the City of Santa Barbara's termination of Mr. McDevitt.
4. *Discussion of Upcoming Hearing.* The Commission discussed the upcoming Civil Service hearing for Christopher Martinez. The hearing will be conducted remotely using GoToMeeting. Wendy Levy asked the Commission members if they were comfortable with evidence being presented on the screen. Mr. Weiss suggested that hardcopies of the evidence be distributed to the commissioners prior to the hearing. The commission agreed that they would prefer to receive hardcopies of the evidence. Ms. Lewis suggested that City I.T. staff be available during the hearing in the event of technical difficulties.
5. *Adding Mediation to Civil Service Hearing Procedures.* The Commission discussed the possibility of adding mediation to the Civil Service Hearing Procedures. Ms. Lewis asked Ms. Levy whether the City Attorney, Ariel Calonne, provided any input on the possibility of adding mediation to the Civil Service Hearing Procedures. Ms. Levy said that Mr. Calonne planned to attend the next Civil Service Commission meeting to provide his input. Ms. Lewis asked that a note be made asking Mr. Calonne whether adding mediation to the Civil Service Hearing Procedures would bind Human Resources to engage in mediation.
6. *Discussion Regarding the Number of Commissioners on a Hearing Board.* The Commission discussed the number of commissioners that should sit on a hearing board. Ms. Lewis reported that the Santa Barbara Municipal Code Sec 3.16.440 on

hearing procedures gives the commission the power to decide how many commissioners will be on the Hearing Board for any given hearing. In particular, the commission discussed allowing all available commissioners to sit on a hearing board regardless of whether there was an even number of available commissioners. Mr. O'Neill motioned to allow all available commissioners to sit on a hearing board. Mr. Kasehagen seconded the motion. Prior to voting on the motion, Mr. Weiss asked about the possibility of a tie vote on a hearing and how the decision would then be made. Mr. Kasehagen mentioned that all five commissioners still review the hearing information after the hearing itself before a decision can be made. The commission decided to table the motion until the next meeting in order to receive input from the City Attorney, Mr. Calonne.

7. *Topics for next meeting.* The Commission would like to continue their discussion about potentially adding mediation to the Civil Service Commission Hearing Procedures. The Commission would also like to continue their discussion on the number of commissioners who compose a Hearing Board. The Commission will also review the meeting minutes from the Civil Service Commission meeting on March 9, 2020 and the minutes from the current meeting.

8. *Adjournment of Meeting.* A motion was made and seconded to adjourn the meeting.

Materials related to an item on this agenda submitted to the Civil Service Commission after distribution of the agenda packet are available for public inspection in the Human Resources Office located at City Hall, 735 Anacapa Street, Santa Barbara during normal business hours.

In compliance with the Americans with Disability Act (ADA), if you need special assistance to participate in this meeting, please contact Wendy Levy at 564-5316. Notification at least 48 hours prior to the meeting will enable the City to make reasonable arrangements.