

Commission Name: Civil Service/Equal Employment Commission

Reporting Period (12 months prior): January 1, 2022– December 31, 2022

Description of Commission

To adopt, amend or repeal rules for the Civil Service System.

To make investigation either upon complaint or upon its own motion concerning any matter touching the administration of the Civil Service System.

To act in an advisory capacity to the City Manager on problems concerning personnel administration.

As provided by rule, to hear appeals of dismissals, demotions or reductions submitted by any person in the competitive service. Prepare or cause to be prepared a written statement of facts, findings, and recommendations on every appeal. The effect of the Commission's recommendation in case of discharge, demotion or reduction shall be final and binding upon all parties.

To make an annual report and such other reports as it deems desirable to the City Council covering the administration of the personnel system.

Regular Meeting Dates & Times

Third Thursday of each month at 3:00 p.m.; Resolution CS10-014
City Hall, Second Floor
425 N. El Dorado Street, Stockton CA 95202

Attendance Summary

Number of Meetings Held: 12		January 1, 2022 – December 31, 2022		
Commissioner Name	Scheduled Meetings	Meetings Attended	Unexcused Absences	Excused Absences
Linda R. Vasquez	12	11	1	0
Lorie E. Diaz-Liddicoat	12	10	1	1
Gloria Evans	7	4	3	0
Adam Ramirez	12	8	1	3
Christina Mambourg	7	5	2	0
Nancy Muniz	4	4	0	0

Ethics Training Required Yes / No

Commissioner Name	Date Completed
Linda R. Vasquez	February 19, 2021
Lorie E. Diaz-Liddicoat	April 1, 2019*
Gloria Evans	March 17, 2022
Adam Ramirez	February 5, 2021
Christina Mambourg	N/A*
Nancy Muniz	January 26, 2023

*Ethics Training expired or not yet taken, training dates undetermined.

Statements of Economic Interest (Form 700) Required Yes / No

Commissioner Name	Date Filed
Linda R. Vasquez	2/17/2022
Lorie E. Diaz-Liddicoat	4/1/2022
Gloria Evans	3/17/2022
Adam Ramirez	3/31/2022
Christina Mambourg	6/27/2022
Nancy Muniz	10/11/2022

2022 Commission Accomplishments and Comments

The Commission has a number of defined responsibilities as stated in the Civil Service Rules and Regulations. The Commission continues to adopt, amend and repeal rules for the Civil Service Commission, advises the City Manager on problems concerning personnel administration, hear appeals of dismissals, demotions, or reductions by any person in competitive service, investigate complaints or concerns affecting the administration of the system and provide an annual report.

Over the past year, the Commission reviewed and monitored numerous employee eligibility lists for diversity, gender, and ranking. Additionally, the Commission reviewed and adopted each department's annual report that outlines the department's progress in reaching equal employment goals.

The Commission did not make any changes to the Civil Service Rules during the 2022 calendar year.

The Commission continues to schedule and hold employee Appeals on an "as needed" basis. During 2022, no appeals were filed.

The Commission also continues to hold Public Hearings from time to time. One Public Hearing was held in 2022, as follows:

- To amend the classification specification for Fire Fighter Engineer for the Stockton Fire Department.

The Commission would like to focus on two goals in 2023.

- **Goal 1**, review all rules and regulations to ensure they are relevant, up to date, and meet the needs of the City. The Commission will work with the Human Resources Department to review and revise rules and regulations where necessary.
- **Goal 2**, create a diverse workforce that is reflective of the City's population. Through annual reports, the Commission will monitor each Department's progress over the year regarding hiring practices, training, and diversity to assure that all employees are treated according to the Civil Service Rules and Regulations. The Commission will actively engage the department representative in attendance by asking probative questions or requesting examples of progress.