



CIVIL SERVICE BOARD MEETING AGENDA

Date: May 16th, 2024

OPEN SESSION 5:30 p.m.

City Hall, One Frank H. Ogawa Plaza, Hearing Room 1

BOARD MEMBERS: Chairperson, Yvonne Hudson- Harmon; Vice Chair, Lauren Baranco; Michael Brown; Beverly A. Williams

STAFF TO THE BOARD:

Mary Hao, HRM Director/Secretary to the Board
Tina Pruett, Human Resources Manager/Staff to the Board
Amber Lyttle, Human Resources Manager/Staff to the Board
Ayana Smith, Administrative Assistant II/Staff to the Board
Meeti Sudame, Attorney to the Board

The following options will be available to observe this meeting:

Online video teleconference (via ZOOM):

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OPEN SESSION AGENDA

ROLL CALL

1) PUBLIC COMMENT:

COMMENTS ON ALL AGENDA ITEMS AND ITEMS NOT ON THE AGENDA WILL BE TAKEN AT THIS TIME.

-
- 2) APPROVAL OF THE MAY 16, 2024, CIVIL SERVICE BOARD MEETING AGENDA** ACTION
- 3) UPDATES, SECRETARY TO THE BOARD** INFORMATION
- 4) CONSENT CALENDAR:** ACTION
- a) Approval of Provisional Appointment (3)
 - Human Services (2)
 - Planning and Building (1)

 - b) Approval of Employee Requests for Leave of Absence (2)
 - Economic Workforce Development (1)
 - Human Services (1)

 - c) Approval of Revised Classification Specifications
 - There are no Revised Classification Specifications this Month.
- 5) OLD BUSINESS:**
- a) Approval of April 18, 2024, Civil Service Board Meeting Minutes ACTION

 - b) Determination of Schedule of Outstanding Board Items INFORMATION

 - c) Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of all ELDE's and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21 INFORMATION

6) NEW BUSINESS:**INFORMATION**

- There is no new business this month.

7) ADJOURNMENT

NOTE: The Civil Service Board meets on the 3rd Thursday of each month. The next meeting is scheduled to be held on Thursday, June 18th, 2024. All materials related to agenda items must be submitted by Monday, June 3rd, 2024. For any materials over 100 pages, please also submit an electronic copy of all materials.

Submit items via email or U.S. Mail to:

City of Oakland - Civil Service Board
150 Frank H. Ogawa Plaza, 2nd floor
Oakland, CA 94612



Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email civilservice@oaklandca.gov or call (510) 238-3112 or (510) 238-3254 for TDD/TTY five days in advance.

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或致電 (510) 238-3112 或 (510) 238-3254 TDD/TTY

DATE: May 16, 2024

TO: The Honorable Civil Service Board

FROM: Mary Hao, HRM Director / Secretary to the Board

SUBJECT: Request Authorization for Employee Requests for Leave of Absence

HRM is in receipt of three (2) Unpaid Leave of Absence requests pursuant to Personnel Manual Section 8.07 Miscellaneous Leaves of Absence.

Employee Name	Classification Title	Department	Dates	Civil Service Provision
Lucia Hernandez – Guido	Supervising Case Manager	Human Services	May 20, 2024 – June 28, 2024	CSR 8.07 (c)
Sofia Navarro	Workforce Development Executive Director	Economic Workforce Development	February 2, 2023 – April 12, 2024	CSR 8.07 (c)

RECOMMENDATION:

Staff recommends that the Civil Service Board approve the requested Leave of Absence forms.



Unpaid Leave of Absence

Leave Type:

- FCL - Family Care Extended
- FDN - Family Death (no pay)
- MNP - Military Leave (no pay)
- SLV - Sick Leave (no pay)
- ANP - Miscellaneous (no pay)
- Parental Leave (no pay)

Employee's Name _____ Employee's ID _____ Today's Date _____

Department/Division _____ Employee Job Title _____

I Request: _____ Days Hours From _____ To _____
No. of Days or Hours Select Days or Hours

Unpaid Leave Taken This Year? Yes No If yes, what type of leave _____
(Write appropriate code)

Comparison of Different Leave Types					
Leave Type	Maximum Duration	Keep Accrued Seniority?	Seniority?	Keep Health Benefits?	Other
FCL	4 mos*	Yes	No	Depends*	Comb. of paid & unpaid leave
FDN	5 days	Yes	No	Yes	Family death leave (paid) exhausted
MNP	1 year	Yes	Yes	For 5 mos*	For military training and service
SLV	1 year	Yes	No	No*	Sick leave (paid) exhausted
ANP	1 year	Yes	No	No*	Miscellaneous leave (no pay)
PNP	1 year	No	No	No *	Parental Leave (no pay)

* Additional Information

Employees on ANP, MNP, SLV or PNP may continue to participate in a City group health plan under COBRA at their own cost.

Family Care Extended Leave allows employees to use a combination of paid and unpaid leave. Employees using paid leave keep their health benefits, while employees on unpaid leave for this category are entitled to extend their coverage under COBRA at their own cost. If the leave is unpaid parental, an employee may take up to a maximum of 5 months leave.



Employee's Signature Date

Civil Service Board Approval Date



Department Head Approval Date

City Manager Approval Date

Note: Civil Service Board approval is required for leave of 5 days or more for classified employees. City Manager approval is required for leave of 5 days or more for exempt employees.



Unpaid Leave of Absence

Leave Type:

- FCL - Family Care Extended
- FDN - Family Death (no pay)
- MNP - Military Leave (no pay)
- SLV - Sick Leave (no pay)
- ANP - Miscellaneous (no pay)
- Maternity Leave (no pay)

Employee's Name Navarro, Sofia Employee's ID 26521 Today's Date _____

Department/Division EWDD Employee Job Title Workforce Executive Director

I Request: 433 Days Hours From 2023-02-04 To 2024-04-12
No. of Days or Hours Select Days or Hours

Unpaid Leave Taken This Year? Yes No If yes, what type of leave _____
(Write appropriate code)

Comparison of Different Leave Types					
Leave Type	Maximum Duration	Keep Accrued Seniority?	Accrue Seniority?	Keep Health Benefits?	Other
FCL	4 mos*	Yes	No	Depends*	Comb. of paid & unpaid leave
FDN	5 days	Yes	No	Yes	Family death leave (paid) exhausted
MNP	1 year	Yes	Yes	For 5 mos*	For military training and service
SLV	1 year	Yes	No	No*	Sick leave (paid) exhausted
ANP	1 year	Yes	No	No*	Miscellaneous leave (no pay)
P	1 year	No	No	No *	Maternity Leave

* Additional Information

Employees on ANP, MNP, SLV or Maternity leave may continue to participate in a City group health plan under COBRA at their own cost.

Family Care Extended Leave allows employees to use a combination of paid and unpaid leave. Employees using paid leave keep their health benefits, while employees on unpaid leave for this category are entitled to extend their coverage under COBRA at their own cost. If the leave is unpaid maternity, an employee may take up to a maximum of 5 months leave.

Sofia Navarro

Sofia Navarro (Apr 4, 2024 17:03 CDT)

Employee's Signature _____ Date _____

Civil Service Board Approval _____ Date _____

Department Head Approval _____ Date _____

Jestin Johnson (Apr 11, 2024 14:49 PDT) 4/11/2024
 City Manager Approval _____ Date _____

Note: Civil Service Board approval is required for leave of 5 days or more for classified employees. City Manager approval is required for leave of 5 days or more for exempt employees.

Distribution: Original to DHRM Admin., Copy to HRIS Operations, Dept., and Employee



Date: April 18th, 2024

OPEN SESSION 5:30 p.m.

City Hall, One Frank H. Ogawa Plaza, Hearing Room 1

BOARD MEMBERS: Chairperson, Yvonne Hudson- Harmon; Vice Chair, Lauren Baranco; Michael Brown; Beverly A. Williams

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Tina Pruett, Human Resources Manager/Staff to the Board
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OPEN SESSION AGENDA

ROLL CALL

1) PUBLIC COMMENT:

Public comments expressed by one speaker.

COMMENTS ON ALL AGENDA ITEMS AND ITEMS NOT ON THE AGENDA WILL BE TAKEN AT THIS TIME.

2) APPROVAL OF THE APRIL 18, 2024, CIVIL SERVICE BOARD MEETING AGENDA ACTION

45247 Member Williams motioned to approve the April 18 2024 Civil Service Board Meeting agenda, seconded by Member Brown.

Votes:

Board Member Ayes: -Hudson-Harmon, Baranco, Brown, Williams

Board Member Noes: None

Board Member Abstentions: None

Board Members Absent: None

3) UPDATES, SECRETARY TO THE BOARD INFORMATION

4) CONSENT CALENDAR: ACTION

a) Approval of Employee Requests for Leave of Absence (10)

- Department of Transportation (1)
- Department of Finance (2)
- Human Resources Management (1)
- Oakland Police Department (3)
- Oakland Public Library (3)

b) Approval of Revised Classification Specifications (2)

- Process Coordinator III
- Planning Inspector, Supervising

45248 Member Williams motioned to approve the March 21, 2024 Consent Calendar, seconded by Member Brown.

Votes:

Board Member Ayes: -Hudson-Harmon, Baranco, Brown, Williams

Board Member Noes: None

Board Member Abstentions: None

Board Members Absent: None

5) OLD BUSINESS:

- a) Approval of March 21, 2024 Civil Service Board Meeting Minutes ACTION

45249 Member Brown motioned to approve the March 21, 2024 Civil Service Board Meeting Agenda Minutes seconded by Vice Chair Baranco.

Votes:

Board Member Ayes: -Hudson-Harmon, Baranco, Brown, Williams

Board Member Noes: None

Board Member Abstentions: None

Board Members Absent: None

- b) Determination of Schedule of Outstanding Board Items INFORMATION
- c) Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of all ELDE's and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21 INFORMATION

6) NEW BUSINESS:

- a) Quarterly Update per Section 3.04(f) of the Personnel Manual of the Civil Service Board ("Civil Service Rules") Providing Status of all Classification Studies Currently under review. INFORMATION

7) ADJOURNMENT

45250 Member Williams motioned to adjourn the meeting, seconded by Member Brown.

Votes:

Board Member Ayes: -Hudson-Harmon, Baranco, Brown, Williams

Board Member Noes: None

Board Member Abstentions: None

Board Members Absent: None

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或致電 (510) 238-3112 或 (510) 238-3254 TDD/TTY



**CIVIL SERVICE BOARD
 APPEALS & HEARINGS CALENDAR
PENDING LIST – May 16, 2024**

1. OPEN

Case Number	Classification	Dept.	Action Pending	Hearing Date	Notes/Next Steps
CPRA-2024-AP01	Complaint Investigator II	Community Police Review Agency	6.05 – Appeal of probationary release	July 18, 2024	
PORT-2024-AP02	GIS/LIS Administrator	Port of Oakland	4.08 – Type and Scope of Competitive Examination	June 18, 2024	

2. OTHER PENDING ITEMS

Date Requested	Subject	Report From	Date Due

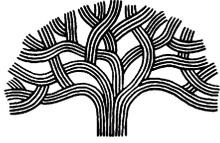
3. CLOSED

Case Number	Classification	Dept.	Action Pending	Date Received	Notes

4. UNDER REVIEW

Case Number	Classification	Dept.	Action Pending	Action Date	Notes

05/16/2024



MEMORANDUM

CITY OF OAKLAND

DATE: May 16, 2024

TO: The Honorable Civil Service Board FROM: Melissa Davis
Human Resources Analyst

THROUGH: Mary Hao, Director of Human Resources
Secretary to the Board

THROUGH: Amber Lytle, Human Resources Manager

SUBJECT: Request for Provisional Appointment in Classification of Food Service Worker to be ratified
at Civil Service Board Meeting of May 16, 2024

Attached is a request from the Human Services Department to make a provisional appointment to a Food Service Worker vacancy. The basis for this request is detailed in the attached Provisional Appointment Form as supporting documentation.

A Food Service Worker, under general supervision in the Human Services Department, uses a full range of culinary skills to prepare meals and snacks according to local, State and Federal guidelines for Head Start programs. They maintain accurate records and inventory of food, food service equipment and supplies; and perform related duties as assigned. The minimum qualifications for Food Service Worker are:

Education:

Completion of high school (12th grade) or equivalent. Coursework or training in culinary arts or food service is highly desirable.

Experience:

One year of experience cooking, preparing and serving large quantities (100 meals or more) of food in a city, state, federal or large commercial institution (e.g. hospitals, colleges/universities, prisons/detention centers, military facilities, etc.)

Based on the information provided by the candidate, they meet the minimum qualifications for this position. They possess some college credits and their experience includes over two years working in food preparation and as a cook for the City of Oakland Head Start program.

Recruitment and Classification is in the process of administering a Civil Service Examination to permanently fill this vacancy within 120 days. The job announcement was open from 4/8/2024 to 4/26/2024, applications are currently being screened, and exam development is in progress.

I recommend that the Civil Service Board ratify the provisional appointment to this Food Service Worker vacancy in the Human Services Department beginning on April 15, 2024 and ending on or before August 13, 2024.

OAKLAND CIVIL SERVICE BOARD
PROVISIONAL APPOINTMENT REQUEST

SCHEDULED MEETING DATE FOR CONSIDERATION: May 16, 2024

AREA REQUESTED

POSITION: Food Service Worker
DEPARTMENT: Human Services Department
APPOINTMENT DURATION: 120 days maximum

STATUS OF RECRUITMENT AND EXAMINATION PROCESS

DATE ELIGIBLE LIST EXPIRED OR WAS EXHAUSTED: 2/22/2023
DATE PERSONNEL REQUISITION SUBMITTED: 7/7/2023
CURRENT STATUS OF EXAMINATION: Application screening in progress

JUSTIFICATION:

Reason Needed:

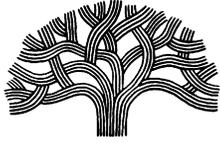
This provisional appointment is needed to fill a current vacancy. The requisition requesting a provisional appointment was submitted on 4/9/2024. A provisional appointment will allow the work to be performed while an eligibility list is being developed.

Other Alternatives Explored and Eliminated:

IMPACT IF REQUESTS ARE NOT APPROVED (i.e., services, fiscal, other):

Recruitment and Classification Staff Recommendation, including the following pertinent information:

- Summary of Application Qualifications ✓
- Current Residency Status: Non-Oakland Resident
- Current Employment Status: Current City of Oakland employee



MEMORANDUM

CITY OF OAKLAND

DATE: May 16, 2024

TO: The Honorable Civil Service Board

FROM: Alanna Butler
Human Resources Analyst

THROUGH: Mary Hao, Director of Human Resources
Secretary to the Board

THROUGH: Amber Lytle, Human Resources Manager

SUBJECT: Request for Provisional Appointment in Classification of Planner I to be ratified at Civil Service Board Meeting of May 16, 2024

Attached is a request from the Planning and Building Department to make a provisional appointment to a Planner I vacancy. The basis for this request is detailed in the attached Provisional Appointment Form as supporting documentation.

A Planner I is primarily responsible for providing planning, zoning, and subdivision information to the public; gathering planning data through field and library research; processing various permits and applications; preparing and posting public notices; writing approval or denial letters and reports; and performing related duties as assigned. The minimum qualifications for Planner I are:

Education:

Bachelor's degree from an accredited college or university in planning, architecture, landscape architecture, urban studies, geography or a related field.

Experience:

None required.

Based on the information provided by the candidate, they meet the minimum qualifications for this position because they possess a Bachelor's degree in Environmental Economics and Policy/Geographic Information Sciences & Technology and a Master's degree in Geology.

Recruitment and Classification is in the process of planning the recruitment for a Civil Service Examination to permanently fill this vacancy within 120 days.

I recommend that the Civil Service Board ratify the provisional appointment to this Planner I vacancy in the Planning and Building Department beginning on June 8, 2024, and ending on or before October 6, 2024.

OAKLAND CIVIL SERVICE BOARD
PROVISIONAL APPOINTMENT REQUEST

SCHEDULED MEETING DATE FOR CONSIDERATION: May 16, 2024

AREA REQUESTED

POSITION: Planner I
DEPARTMENT: Planning and Building Department
APPOINTMENT DURATION: 120 days maximum

STATUS OF RECRUITMENT AND EXAMINATION PROCESS

DATE ELIGIBLE LIST EXPIRED OR WAS EXHAUSTED: June 28, 2022
DATE PERSONNEL REQUISITION SUBMITTED: April 17, 2024
CURRENT STATUS OF EXAMINATION: Planning recruitment

JUSTIFICATION:

Reason Needed:

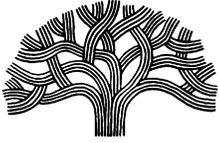
This provisional appointment is needed to fill 1 current vacancy. The requisition requesting a provisional appointment was approved on 4/17/2024. A provisional appointment will allow the work to be performed while an eligibility list is being developed.

Other Alternatives Explored and Eliminated:

IMPACT IF REQUESTS ARE NOT APPROVED (i.e., services, fiscal, other):

Recruitment and Classification Staff Recommendation, including the following pertinent information:

- Summary of Application Qualifications ✓
- Current Residency Status: Oakland Resident
- Current Employment Status: Current City of Oakland employee



MEMORANDUM

CITY OF OAKLAND

DATE: May 16, 2024

TO: The Honorable Civil Service Board FROM: Melissa Davis
HR Analyst

THROUGH: Mary Hao, Director of Human Resources
Secretary to the Board

THROUGH: Amber Lytle, Human Resources Manager

SUBJECT: Request for Provisional Appointment in Classification of Program Analyst III to be ratified at
Civil Service Board Meeting of May 2024

Attached is a request from the Human Services Department to make a provisional appointment to a Program Analyst III vacancy. The basis for this request is detailed in the attached Provisional Appointment Form as supporting documentation.

A Program Analyst III is primarily responsible for directing or performing program planning, research, analysis and development; negotiating and administering contracts; writing grant proposals and submitting applications; implementing and monitoring programs; preparing reports and drafting proposed programs; performing needs assessment; providing assistance to community organizations, district boards and citizen advisory bodies; supervising assigned staff; and performing related duties as assigned. The minimum qualifications for Program Analyst III are:

Education:

Bachelor's degree in business or public administration, social work, behavioral sciences or a related field from an accredited college or university. A Master's degree is desirable.

Experience:

Four years of relevant experience in the particular area of program administration, including one year of lead direction or supervisory experience.

Based on the information provided by the candidate, they meet the minimum qualifications for this position. They possess a Bachelor's degree in Electrical Engineering and a Master's Degree in Business Administration. Their experience includes seven years of Program Analyst work, as well as over a year of supervisory experience as Acting Community Action Agency Director.

Recruitment and Classification is in the process of administering a Civil Service Examination to permanently fill this vacancy within 120 days. The job announcement is scheduled to open no later than May 30, 2024.

I recommend that the Civil Service Board ratify the provisional appointment to this Program Analyst III vacancy in the Human Services Department beginning on April 15, 2024 and ending on or before August 13, 2024.

OAKLAND CIVIL SERVICE BOARD
PROVISIONAL APPOINTMENT REQUEST

SCHEDULED MEETING DATE FOR CONSIDERATION: May 16, 2024

AREA REQUESTED

POSITION: Program Analyst III
DEPARTMENT: Human Services Department
APPOINTMENT DURATION: 120 days maximum

STATUS OF RECRUITMENT AND EXAMINATION PROCESS

DATE ELIGIBLE LIST EXPIRED OR WAS EXHAUSTED: 5/7/2024
DATE PERSONNEL REQUISITION SUBMITTED: 9/15/2023
CURRENT STATUS OF EXAMINATION: Pending Job Announcement posting

JUSTIFICATION:

Reason Needed:

This provisional appointment is needed to fill a current vacancy. The requisition requesting a provisional appointment was submitted on 4/16/2024. A provisional appointment will allow the work to be performed while an eligibility list is being developed.

Other Alternatives Explored and Eliminated:

IMPACT IF REQUESTS ARE NOT APPROVED (i.e., services, fiscal, other):



CITY OF OAKLAND

STAFF REPORT

DATE: May 16, 2024

TO: THE HONORABLE CIVIL SERVICE BOARD

FROM: Mary Hao, Human Resources Director & Secretary to the Board

SUBJECT: TEMPORARY EMPLOYEES – Informational Report on the Status of Temporary Assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs) Including a Report of the Names, Hire Dates, and Departments of All ELDEs and TCSEs in Accordance with the Memorandum of Understanding Between the City and Local 21

SUMMARY

Staff has prepared this report to provide the Civil Service Board with an update on compliance with the Civil Service Rules related to temporary employees since the last report at the April 18, 2024 meeting. This report focuses on temporary employees in the categories of Exempt Limited Duration Employees (ELDEs) and Temporary Contract Service Employees (TCSEs), who are currently employed in the City of Oakland.

As of the pay period ending March 29, 2024, there was a total of one hundred thirty-three (133) employees in the following categories: TCSE (30), TCSE/Annuitant (30), and ELDE (73) . All of these assignments are compliant with Rule 5.06.

Reports showing all the temporary assignments discussed in this report are included in a list (*Attachment A*) and a chart of trends (*Attachment B*) attached to this narrative report to provide a snapshot of the overall changes month to month.

BACKGROUND

The use of temporary employees is allowed under Civil Service Rule 5 (Certification and Appointment) in recognition that standard Civil Service employment practices can be cumbersome when a time-sensitive assignment arises or existing resources do not fit a specific need. Pursuant to the Civil Service Rules, Section 5.06 governing temporary assignments, ELDE assignments may not exceed one year and TCSE assignments may not be “ongoing or repetitive.”

STATUS OF NON-COMPLIANT ASSIGNMENTS

Of the one hundred thirty-three(133) temporary assignments, there are zero (0) reported as out of compliance with Rule 5.06.

HONORABLE CIVIL SERVICE BOARD

Subject: Temporary Employees

Date: May 16, 2024

Page 2

RECOMMENDATION

Staff recommends that the Civil Service Board accept the monthly report on temporary assignments for Temporary Contract Service Employees (TCSEs) and Exempt Limited Duration Employees (ELDEs).

For questions regarding this report, please contact Human Resources Director Mary Hao at (510) 238-6338.

Attachments:

- A. TCSE/ELDE Report: For Payroll Period Ending March 29, 2024.
- B. TCSE/ELDE Compliance Trend Chart.

DEPT	EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	ORG	JOB DATE	TYPE	ELDE DATE	TCSE HOURS	NOTES	STATUS
CLOSED THIS PERIOD (0)									

NEW THIS PERIOD (4)									
OPW	Hightower Sr	Albert	30559 - Facilities: Custodial - OPL	3/30/24	TCSE		43.00		COMPLIANT
FINANCE	Zheng	Kelly	08121 - Finance and Management: Payroll	3/30/24	ELDE	3/30/24			COMPLIANT
FINANCE	Wright	Lisa Dorene	08121 - Finance and Management: Payroll	3/30/24	TCSE		60.00		COMPLIANT
POLICE COMM	Bezehertny	Dillon	66211 - Community Police Review Agency	3/30/24	ELDE	3/30/24			COMPLIANT

COMPLIANT (124)									
CAO	James	Cooke	02111 - City Administrator: Administration Unit	6/12/21	TCSE		143.00		COMPLIANT
CAO	Michael	Enslow	02112 - Communications & Media	6/10/23	ELDE	6/10/23			COMPLIANT
CAO	Lisa	Logan	02151 - City Administrator Call Center	5/13/23	ELDE	5/13/23			COMPLIANT
CAO	Rudi	Tacruz	02112 - Communications & Media	1/21/23	TCSE		0.00		COMPLIANT
CITY CLERK	Ihsan	Mekki	03121 - City Clerk Unit	8/8/20	TCSE		0.00		COMPLIANT
CITY ATTORNEY	Chan	Patrick	04111 - City Attorney Administration Unit	10/30/23	ELDE	10/31/23			COMPLIANT
CITY ATTORNEY	Guzman	Ashley	04111 - City Attorney Administration Unit	8/19/23	ELDE	8/19/23			COMPLIANT
CITY ATTORNEY	Rossi	Daniel	04111 - City Attorney Administration Unit	9/8/20	TCSE/ANNUITANT		543.00		COMPLIANT
CITY ATTORNEY	Savitsky	Zoe	04111 - City Attorney Administration Unit	1/20/24	TCSE/ANNUITANT		63.50		COMPLIANT
HRM	Look	Daryl	05211 - Employment and Classification Unit	12/13/21	TCSE/ANNUITANT		615.50		COMPLIANT
CITY AUDITOR	Luna	Eduardo	07111 - City Auditor Unit	10/28/23	TCSE/ANNUITANT		626.50		COMPLIANT
FINANCE	Boxdell	Ashley	08121 - Finance and Management: Payroll	2/17/24	ELDE	2/17/24			COMPLIANT
FINANCE	Tiwari	Sandeeep	08111 - Finance and Management: Administration	9/16/23	ELDE	9/16/23			COMPLIANT
FINANCE	Treglown	Donna	08222 - General Ledger	6/18/18	TCSE/ANNUITANT		668.50		COMPLIANT
FINANCE	Walston	Valarie	08121 - Finance and Management: Payroll	10/28/23	TCSE/ANNUITANT		503.75		COMPLIANT
FINANCE	Woodward-Gonzales	Laura	08243 - Purchasing	10/14/23	ELDE	10/14/23			COMPLIANT
FINANCE	Sifflet-Hill	Ruby	08111 - Finance and Management: Administration	3/26/24	ELDE	3/25/24			COMPLIANT
POLICE	Harris	Regina	103310 - Communications Unit	3/19/22	TCSE/ANNUITANT		0.00		COMPLIANT
POLICE	Hicks	Mark	106610 - Background & Recruiting	3/18/23	TCSE/ANNUITANT		393.50		COMPLIANT
POLICE	Johnson	Camen	106610 - Background & Recruiting	1/18/14	TCSE/ANNUITANT		744.50		COMPLIANT
POLICE	Lau	Peter	106610 - Background & Recruiting	8/19/23	TCSE/ANNUITANT		420.50		COMPLIANT
POLICE	Lighten	Ronald	106610 - Background & Recruiting	9/23/13	TCSE/ANNUITANT		783.00		COMPLIANT
POLICE	Marshall	LaRajia	106510 - Fiscal Services	9/10/23	ELDE	9/10/23			COMPLIANT
POLICE	Pressnell	Edward	106610 - Background & Recruiting	9/23/13	TCSE/ANNUITANT		699.00		COMPLIANT
POLICE	Thipavong	Becky	101130 - Office of the Inspector General	8/19/23	TCSE/ANNUITANT		365.50		COMPLIANT
POLICE	Thomas	Mark	106610 - Background & Recruiting	3/4/23	TCSE/ANNUITANT		41.00		COMPLIANT
POLICE	Williams	Pamela	106610 - Background & Recruiting	3/4/23	TCSE/ANNUITANT		52.00		COMPLIANT
FIRE	Cole	Veronika	20711 - Emergency Services Program Unit	1/6/24	ELDE	1/6/24			COMPLIANT
FIRE	Cummings	Matthew	20311 - Fire Marshals Office Unit	2/17/24	ELDE	1/17/24			COMPLIANT
FIRE	Hellige	Scott	20813 - Fire Boat	8/12/19	TCSE/ANNUITANT		113.00		COMPLIANT
FIRE	Skillem	Sheryl	20331 - Inspectional Services Unit	5/28/22	TCSE/ANNUITANT		622.00		COMPLIANT
FIRE	Smyj	Matthew	20711 - Emergency Services Program Unit	1/6/24	ELDE	1/6/24			COMPLIANT
OPW	Andersen	Joseph	30541 - Equipment Services Administration	11/25/23	ELDE	11/25/23			COMPLIANT
OPW	Ferguson	David	30111 - Director and Human Resources Unit	1/31/23	TCSE/ANNUITANT		88.50		COMPLIANT
OPW	Flood	Cameron	30541 - Equipment Services Administration	3/16/24	TCSE		128.00		COMPLIANT
OPW	Henry	Nocoshia	30211 - Engineering and Construction - Administration	9/11/23	ELDE	9/17/23			COMPLIANT
OPW	Law	Allen	30244 - Sanitary Sewer Design	3/18/23	TCSE/ANNUITANT		960.00		COMPLIANT
OPW	Loman	Alexius	30557 - Facilities: Structural	7/1/23	ELDE	7/1/23			COMPLIANT
OPW	Santiago III	Jose	30652 - Landscape Maintenance	10/28/23	TCSE/ANNUITANT		787.00		COMPLIANT
OPW	Suarez Fuentes	Claudia	30559 - Facilities: Custodial - OPL	3/2/24	TCSE		234.00		COMPLIANT
OPW	Vargas Jr	Abel	30541 - Equipment Services Administration	10/14/23	TCSE/ANNUITANT		922.50		COMPLIANT
OPW	Weiss	Steven	30111 - Director and Human Resources Unit	10/14/23	TCSE		565.50		COMPLIANT
OPW	Williams	Tedd	30673 - Graffiti Abatement & Rapid Response	6/10/23	ELDE	6/10/23			COMPLIANT
DOT	Krohn	Jeffrey	35219 - Structures & Emergency Response	1/7/23	TCSE/ANNUITANT		410.50		COMPLIANT
DOT	Kueh	Sow	35121 - DOT Fiscal Services	6/10/23	TCSE/ANNUITANT		674.50		COMPLIANT
DOT	Lee	LaMejonna	35247 - Mobility Management	7/8/23	ELDE	7/8/23			COMPLIANT
DOT	Meza	Ruth	35421 - Transforming Oakland Waterfront Neighborhoods (TOWN)	5/13/23	ELDE	5/23/23			COMPLIANT
DOT	Wlassowsky Jr	Wladimir	35219 - Structures & Emergency Response	11/13/21	TCSE/ANNUITANT		628.50		COMPLIANT
DOT	Raphael	Craig	35219 - Structures & Emergency Response	3/27/24	ELDE	3/25/24			COMPLIANT
ITD	Bailey	Ryan	46271 - Telecommunications	1/6/24	ELDE	1/6/24			COMPLIANT
ITD	Ibrahim	Mamadou	46341 - Application Development	6/10/23	ELDE	6/10/23			COMPLIANT

DEPT	EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	ORG	JOB DATE	TYPE	ELDE DATE	TCSE HOURS	NOTES	STATUS
ITD	MacLeod	Robert	46341 - Application Development	10/30/21	TCSE/ANNUITANT		495.00		COMPLIANT
ITD	Messac	Patrick	46531 - Public Safety Applications	2/18/23	TCSE		368.50		COMPLIANT
ITD	Wei	Mingyi	46341 - Application Development	6/10/23	ELDE	6/10/23			COMPLIANT
OPR	Canedo	Joseph	502332 - East Oakland Sports Center	9/16/23	ELDE	9/16/23			COMPLIANT
ANIMAL SERVICES	Cardott	Linda	62111 - Animal Services	1/6/24	TCSE		135.00		COMPLIANT
ANIMAL SERVICES	Stevenson	April	62111 - Animal Services	1/6/24	TCSE		453.00		COMPLIANT
ANIMAL SERVICES	Taylor Krouse	Catherine	62111 - Animal Services	11/25/23	TCSE		464.00		COMPLIANT
ANIMAL SERVICES	Tiemey	Melinda	62111 - Animal Services	2/3/24	ELDE	2/3/24			COMPLIANT
ANIMAL SERVICES	Doran	Suzanne	65111 - Public Ethics Commission	9/16/23	ELDE	9/16/23			COMPLIANT
PEC	Lim	Trishia	65111 - Public Ethics Commission	3/2/24	TCSE		127.50		COMPLIANT
POLICE COMM	Gums	Kiana	66311 - Inspector General	1/7/23	ELDE				COMPLIANT
POLICE COMM	Hartford	Charlie	66211 - Community Police Review Agency	1/20/24	TCSE		146.75		COMPLIANT
POLICE COMM	Hitt	Clara	66211 - Community Police Review Agency	11/25/23	ELDE	11/25/23			COMPLIANT
POLICE COMM	Koehler	Mary	66211 - Community Police Review Agency	11/11/23	ELDE	11/11/23			COMPLIANT
POLICE COMM	Matz	Madeleine	66211 - Community Police Review Agency	11/11/23	ELDE	11/11/23			COMPLIANT
POLICE COMM	Montgomery	Mykah	66111 - Police Commission	11/25/23	ELDE	11/25/23			COMPLIANT
POLICE COMM	Smith	Roger	66211 - Community Police Review Agency	2/17/24	ELDE	2/17/24			COMPLIANT
POLICE COMM	Peredon Mendez	Karla	66211 - Community Police Review Agency	3/2/24	ELDE	3/2/24			COMPLIANT
EWD	Berens	Matthew	67211 - Workplace Standards	6/10/23	ELDE	6/10/23			COMPLIANT
EWD	Jack	Christina	67411 - Compliance	6/10/23	ELDE	6/10/23			COMPLIANT
VIOLENCE PREV	Caplan	Gillian	70111 - Violence Prevention Administration	11/25/23	ELDE	11/25/23			COMPLIANT
VIOLENCE PREV	Corona Orellana	Ashley	70211 - Oakland Unite	8/5/23	ELDE	8/5/23			COMPLIANT
VIOLENCE PREV	Liboiron-Cohen	Zachary	70111 - Violence Prevention Administration	3/16/24	ELDE	3/16/24			COMPLIANT
VIOLENCE PREV	Romero	Jennifer	70211 - Oakland Unite	5/27/23	ELDE	5/27/23			COMPLIANT
VIOLENCE PREV	Romero	Jennifer	70111 - Violence Prevention Administration	3/25/24	ELDE	3/25/24			COMPLIANT
HSD	Boatwright	David	75631 - Senior Center Unit	2/3/24	ELDE	2/3/24			COMPLIANT
HSD	Galbraith	Angela	75631 - Senior Center Unit	8/5/23	ELDE	8/5/23			COMPLIANT
HSD	Hampton	Janell	75631 - Senior Center Unit	9/2/23	ELDE	9/2/23	455.00		COMPLIANT
HSD	King	Jennifer	75631 - Senior Center Unit	4/15/23	TCSE/ANNUITANT				COMPLIANT
HSD	Li	Qingxing	75231 - Multipurpose Senior Service Program Unit	8/5/23	ELDE	8/5/23	735.50		COMPLIANT
HSD	Poston	Dorothy	75631 - Senior Center Unit	2/8/20	TCSE				COMPLIANT
HSD	Steelman	Misty	75631 - Senior Center Unit	8/5/23	ELDE	8/5/23			COMPLIANT
HSD	Ali	Kareema	78231 - HS Classroom & Seasonal	5/13/23	ELDE	5/13/23			COMPLIANT
HSD	Banks	Nicole	78111 - DHS Administration Unit	11/25/23	ELDE	11/25/23			COMPLIANT
HSD	Black	Tracey	78231 - HS Classroom & Seasonal	11/25/23	ELDE	11/25/23			COMPLIANT
HSD	Boyd	Marshay	78111 - DHS Administration Unit	9/30/23	ELDE	9/30/23	287.50		COMPLIANT
HSD	Buchanan	Wanda	78231 - HS Classroom & Seasonal	2/3/24	TCSE				COMPLIANT
HSD	Craig	Cameron	78111 - DHS Administration Unit	1/6/24	ELDE	1/6/24			COMPLIANT
HSD	Eddings	Marquitta	78111 - DHS Administration Unit	9/30/23	ELDE	9/30/23	85.00		COMPLIANT
HSD	Faughtner	Audenaye	78231 - HS Classroom & Seasonal	2/3/24	TCSE		58.65		COMPLIANT
HSD	Fernandez	Lillian	78231 - HS Classroom & Seasonal	2/3/24	TCSE		81.50		COMPLIANT
HSD	Gonzalez Mora	Deisy	78231 - HS Classroom & Seasonal	2/3/24	TCSE		824.00		COMPLIANT
HSD	Hatcher Jr.	Lucius	78231 - HS Classroom & Seasonal	10/15/22	TCSE/ANNUITANT		239.00		COMPLIANT
HSD	Hendad	Ruba	78231 - HS Classroom & Seasonal	2/3/24	TCSE				COMPLIANT
HSD	Ho	Sing-Yuet	78111 - DHS Administration Unit	2/17/24	ELDE	2/17/24			COMPLIANT
HSD	Housheya	Yaser	78235 - HS Central Office Administration	11/11/23	ELDE	11/11/23	107.00		COMPLIANT
HSD	Hrishanth	Sharmily	78231 - HS Classroom & Seasonal	2/3/24	TCSE		945.00		COMPLIANT
HSD	Jacobs	Jacqueline	78362 - CSBG - Programs	10/29/22	TCSE				COMPLIANT
HSD	LaMichhane	Margaret	78231 - HS Classroom & Seasonal	6/10/23	ELDE	6/10/23			COMPLIANT
HSD	Ly	Roselyn	78235 - HS Central Office Administration	2/3/24	ELDE	2/3/24			COMPLIANT
HSD	Nash	Raven	78411 - Community Housing Services	9/16/23	ELDE	9/16/23			COMPLIANT
HSD	Nino Ignacio	Norma	78235 - HS Central Office Administration	6/10/23	ELDE	6/10/23			COMPLIANT
HSD	Pollock	Shuxuan	78231 - HS Classroom & Seasonal	12/9/23	ELDE	12/9/23	688.50		COMPLIANT
HSD	Rebollo	Martha	78231 - HS Classroom & Seasonal	9/30/23	TCSE		185.00		COMPLIANT
HSD	Rodriguez Montano	Olga	78231 - HS Classroom & Seasonal	2/3/24	TCSE		428.50		COMPLIANT
HSD	Sharp	Damisi	78231 - HS Classroom & Seasonal	2/17/24	TCSE				COMPLIANT
HSD	Toll	Alexandra	78231 - HS Classroom & Seasonal	11/11/23	ELDE	11/11/23			COMPLIANT
HSD	Trist	Sarah	78231 - HS Classroom & Seasonal	11/25/23	ELDE	11/25/23	85.50		COMPLIANT
HSD	Villar	Rachelle	78231 - HS Classroom & Seasonal	3/2/24	TCSE				COMPLIANT
HSD	Williams	Dwight	78361 - CSBG - Admin	4/15/23	ELDE	4/15/23	510.00		COMPLIANT
HSD	Williams-Reynolds	Marilyn	78231 - HS Classroom & Seasonal	10/14/23	TCSE		372.50		COMPLIANT
PBD	Kato	Janice	84421 - Engineering: Permit Center	10/15/22	TCSE/ANNUITANT				COMPLIANT
PBD	Ramirez	Andrea	84229 - Zoning	6/10/23	ELDE	6/10/23			COMPLIANT
PBD	Rex	Diana	84111 - Admin: Planning, Building & Neighborhood Preserv	10/29/22	TCSE/ANNUITANT		864.50		COMPLIANT
PBD	Hillmer	Jens	85221 - Project Implementation: Staffing	9/30/23	ELDE	9/30/23			COMPLIANT

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EWD	Lane	Patrick	85221 - Project Implementation: Staffing	8/5/23	TCSE/ANNUITANT		489.50		COMPLIANT
EWD	Luna Torio	Kathleen	85631 - Special Events	1/20/24	ELDE	1/20/24			COMPLIANT
HCD	Crooms	Maya	89969 - Residential Rent Arbitration	11/25/23	ELDE	11/25/23			COMPLIANT
HCD	Durades	Arlecia	89929 - Housing Development	12/9/23	ELDE	12/9/23			COMPLIANT
HCD	Howley	Janet	89929 - Housing Development	4/29/23	TCSE	4/29/23	707.50		COMPLIANT
HCD	Huggins	Marchelle	89939 - Municipal Lending	10/28/23	ELDE	10/28/23			COMPLIANT
HCD	Latigue	Candace	89929 - Housing Development	3/2/24	ELDE	3/2/24			COMPLIANT
HCD	Leshin	Maryann	89919 - Admin: Housing & Community Development	11/26/22	TCSE		793.00		COMPLIANT
HCD	Little	De Shawn	89969 - Residential Rent Arbitration	11/25/23	ELDE	11/25/23			COMPLIANT
HCD	Momita	Helene	89969 - Residential Rent Arbitration	9/16/23	ELDE	9/16/23			COMPLIANT
HCD	Shiga	Koki	89919 - Admin: Housing & Community Development	2/17/24	ELDE	2/17/24			COMPLIANT
HSD	Ahmed	Dhabya	78231 - HS Classroom & Seasonal	3/28/24	TCSE	3/25/24	46.00		COMPLIANT
HSD	Hoang	Jenny	78231 - HS Classroom & Seasonal	3/27/24	ELDE	3/25/24			COMPLIANT

NON COMPLIANT (X)

