

**CITY OF SANTA BARBARA
CIVIL SERVICE COMMISSION**

MINUTES

REGULAR MEETING

Monday, May 12, 2025

4:15 p.m.

I.T. Training Room, City Hall

735 Anacapa Street, Santa Barbara, California

ORDER OF BUSINESS:

1. *Call to order & roll call.* The meeting was called to order by Chair Hap Freund. Present: Commissioners Alan Kasehagen, Donna Lewis, Lindsey Charles, Craig Smith. Staff members Christie Lanning and Erik Uchida were present.
2. *Public comment.* Nobody wished to make a public comment.
3. *Approval of the minutes from the Civil Service Commission Meeting on March 10, 2025.* A motion to approve the minutes from the Civil Service Commission meeting on March 10, 2025 was made and seconded. The motion was approved by all Commissioners present.
4. *Discussion About Adding Mediation to the Civil Service Hearing Procedures.* Assistant City Attorney, John Doimas, joined the meeting as the Commission was composing the message. Mr. Doimas provided a response on the City's behalf, stating that the City approves the addition of mediation to the Hearing Procedures. Mr. Doimas provided a list of potential parameters to mediation that he asked the Commission to consider. The parameters included: 1) mediation would not apply to peace officers subject to SB 2 and to firefighters; 2) the employee involved must agree to waive the 20-day period to conduct a hearing; 3) the employee waives the right to backpay during the period from when mediation is scheduled to when it is completed; 4) an amendment be added to the Hearing Procedures stating that information introduced during mediation is not admissible during a Civil Service Hearing; 5) the City/Commission will create a list of mediators to utilize; 6) mediation would only be applicable to demotions or terminations. Commissioner Lewis made a motion to continue the discussion regarding mediation to the next meeting, which was seconded and approved by the Commission. Commissioner Lewis made a second motion stating that she would work on creating a list of possible mediators, which was also seconded and approved.
5. *Discussion About Recruitment for Vacant Civil Service Commission Position.* Commissioner Kasehagen suggested reaching out to those who applied for other boards/commissions and were not selected. Mr. Doimas suggested that the Commission reach out to former members of the City's Civilian Formation Committee. The Commission also wanted to post an advertisement for the vacancy in the Santa Barbara Independent.
6. *Discussion of Upcoming Hearings.* Mr. Uchida stated that there are currently no new upcoming hearings.
7. *Topics for Next Meeting.* Discussion about adding mediation to the Commission's Hearing Procedures. Discussion on potential upcoming hearings. Discussion on recruitment for

vacant Commission position. Selection of Chair and Vice Chair for the upcoming year.

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