

**CITY OF SANTA BARBARA
CIVIL SERVICE COMMISSION**

MINUTES

REGULAR MEETING

Monday, July 14, 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 and Donna Lewis. 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 May 12, 2025.* A motion to approve the minutes from the Civil Service Commission meeting on May 12, 2025 was made and seconded. The motion was approved by all Commissioners present.
4. *Discussion About Adding Mediation to the Civil Service Hearing Procedures.* The Commission discussed the potential parameters to mediation that were requested by the City during the May 12th Commission meeting. 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. The Commission were in general agreement to the parameters given, but wanted clarification as to why mediation would not apply to firefighters. Commissioner Lewis provided the Commission with a list of potential mediators. Assistant City Attorney, John Doimas, joined the meeting. Mr. Doimas suggested that the Commission appoint one commissioner to work with him to develop the protocol for mediation. Mr. Doimas also offered clarification for the reasoning behind excluding firefighters from mediation. California Government Code 3254.5 discusses administrative appeals for firefighters. Mr. Doimas explained that we would prefer to exclude firefighters from the mediation process to avoid confusion with the provisions stated in the government code. Based on Mr. Doimas' explanation, the Commission agreed to all of the City's parameters regarding mediation. Ms. Lewis agreed to work with Mr. Doimas to write a formal protocol for mediation.
5. *Discussion About Recruitment for Vacant Civil Service Commission Position.* Commissioner Kasehagen stated that he may have a potential candidate for the Commission.

6. *Discussion of Upcoming Hearings.* Mr. Uchida stated that there are currently no upcoming hearings, but an administrative appeal was filed which may eventually lead to a hearing.
7. *Topics for Next Meeting.* Status update and consideration for approval of the mediation protocols developed by Commissioner Lewis and Mr. Doimas. Discussion on potential upcoming hearings. Discussion on recruitment for vacant Commission position.
8. *Appointment of a new Chair and Vice Chair for the Civil Service Commission for Fiscal Year 2026, July 1, 2025 – June 30, 2026.* Mr. Freund nominated Mr. Kasehagen for the Commission Chair. Mr. Kasehagen nominated Mr. Freund to serve as a temporary Vice Chair until the next meeting in order to see if Mr. Smith would be interested in serving as the Vice Chair. The nominations were seconded and approved by the Commission.
9. *Adjournment of Meeting.* A motion to adjourn the meeting was made, seconded, and approved.