



## **Notification List**

Report of Future Employment Restrictions and Probationary Releases for the period of January 1, 2023 to June 30, 2023

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## MEMORANDUM

**DATE:** August 10, 2023  
**TO:** Honorable Civil Service Commission  
**THROUGH:** Carol Isen  
Human Resources Director  
**FROM:** Shawn Sherburne, Assistant Director of Employment Services  
Lisa Pigula, Client Services Consulting Manager  
**SUBJECT:** Report of Future Employment Restrictions and Probationary Releases from January 1, 2023 to June 30, 2023

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### Executive Summary

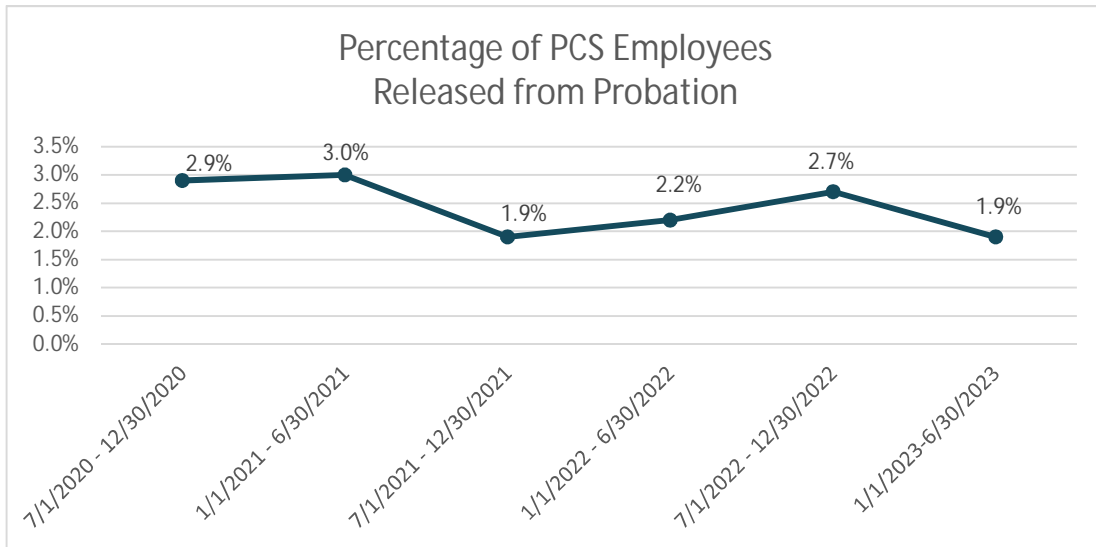
This is a semiannual report requested by the Civil Service Commission. The report provides an update on the City's total number of separations with future employment restrictions and probationary releases for the period of January 1, 2023 to June 30, 2023.

### Separations with Future Employment Restrictions

This report includes future employment restrictions for all City departments, excluding Community College District, Trial Courts, Unified School District, Municipal Transportation Agency and City employees designated as Peace Officers per Penal Code 830, for the period of January 1, 2023 to June 30, 2023 (attached). The attachment lists all future employment restrictions imposed by departments, all future employment restrictions appealed to the Commission, and the status of those appeals. In summary, there were 7 separated employees with future employment restrictions imposed. Out of these 7 former employees, one (1) appealed their restrictions to the Commission. The one appeal is pending a hearing.

### Probationary Releases

This report also includes the total number of employees released from probation for the period of January 1, 2023 to June 30, 2023. Out of 2,531 permanent civil service appointments made between January 1, 2023 to June 30, 2023, there were a total of 48 employees (1.9%) released from probation between January 1, 2023 to June 30, 2023. This information, along with a three-year trend for the percentage of employees released from probation, is included in the chart below.



Only one (1) of the 48 employees were released for disciplinary reasons and the remaining 47 were released for non-disciplinary reasons.

At the March 6, 2023 Civil Service Commission meeting, the Commission requested data on the job codes of those released, which can be found in the table below. Please note that job codes with fewer than ten terminations during the reporting period were aggregated to prevent the disclosure of data that may reveal an individual incumbent’s identity.

Job Code and Title	Count of Job Code and Title
2905 HSA Sr Eligibility Worker	11
Q002 Police Officer	7
2303 Patient Care Assistant	4
H002 Firefighter	3
8238 Public SafetyComm Disp	3
2586 Health Worker 2	2
H003 EMT/Paramedic/Firefighter	2
2305 Psychiatric Technician	1
2320 Registered Nurse	1
2708 Custodian	1
1406 Senior Clerk	1
2918 HSA Social Worker	1
2736 Porter	1
0923 Manager II	1
Other	9
<b>Grand Total</b>	<b>48</b>

**Recommendation**

Adopt the report.

**Attachment**

Attachment A: Future Employment Restrictions from January 1, 2023 to June 30, 2023

ATTACHMENT A

FUTURE EMPLOYMENT RESTRICTIONS IMPOSED BUT NOT APPEALED						
Department	Job Code	Appointment Type	Title	Effective Date	Restriction	Status
Technology	1044	PCS	IS Engineer - Principal	3/31/2023	Department	
City Administrator	7313	PCS	Automotive Machinist	5/4/2023	Citywide	
Human Services	9906	TEX	Public Service Aide	2/16/2023	Citywide	
Airport	2708	PCS	Custodian	3/11/2023	Department	
Public Utilities	5298	PCS - Probation	Planner 3 - Environmental Review	1/27/2023	Citywide	
Public Works	7514	PEX	General Laborer	4/15/2023	Citywide	

FUTURE EMPLOYMENT RESTRICTIONS APPEALED						
Department	Job Code	Appointment Type	Title	Effective Date	Restriction	Status
Public Health	2903	PCS	Hospital Eligibility Worker	3/4/2023	Department	Pending Appeal