



**CIVIL SERVICE COMMISSION  
Agenda for Regular Meeting  
5:30 P.M., Wednesday, March 11, 2026  
City Hall, Large Conference Room,  
2nd Floor  
1243 National City Blvd.  
National City, California 91950**

*UPON REQUEST, THIS AGENDA CAN BE PROVIDED IN ALTERNATIVE FORMAT TO ACCOMMODATE ANY INDIVIDUAL NEEDS. PLEASE CONTACT THE HUMAN RESOURCES DEPARTMENT AT (619) 336-4300 OR BY E-MAIL AT [hr@nationalcityca.gov](mailto:hr@nationalcityca.gov) TO REQUEST ACCOMMODATION, INCLUDING ANY AUXILIARY AIDS OR SERVICES.*

**1. CALL TO ORDER AND ROLL CALL**

- Chairperson Wapnowski       Vice Chair Sampsell       Commissioner Clave  
 Commissioner Magana       Commissioner Werner

**2. SALUTE TO THE FLAG**

**3. PUBLIC COMMUNICATIONS**

**You may provide written comments on agenda items via email at [hr@nationalcityca.gov](mailto:hr@nationalcityca.gov). Comments will be received until 3:30 pm on the day of the Civil Service Commission Meeting.**

**4. APPROVAL OF MINUTES**

- A. Regular Meeting of November 12, 2025

**5. REPORTS FOR FILE**

- A. Personnel Report

**6. UNFINISHED BUSINESS**

- A. None

**7. NEW BUSINESS**

- A. Introduction of new Civil Service Commissioner, David Magana

**8. CLOSED SESSION**

- A. EMPLOYEE DISCIPLINE  
Government Code Section 54957 (b)(1)

**9. COMMISSIONER COMMENTS**

**10. STAFF COMMENTS**

**11. ADJOURNMENT**

Next Regular Civil Service Commission Meeting on Wednesday, May 13, 2026, at 5:30 p.m., in the Large Conference Room, Second Floor of the Civic Center, 1243 National City Blvd., National City, CA 91950



CITY OF NATIONAL CITY  
HUMAN RESOURCES DEPARTMENT

---

**MINUTES OF THE REGULAR BUSINESS MEETING OF THE  
CIVIL SERVICE COMMISSION  
November 12, 2025**

---

**CALL TO ORDER**

The Regular Meeting of the Civil Service Commission was called to order at 5:30 p.m. in the Large Conference Room, Second Floor, National City Civic Center, on Wednesday, November 12, 2025.

**ROLL CALL**

COMMISSION MEMBERS PRESENT: *Paul Wapnowski*, Chair  
*Wellington Clave*, Commissioner  
*Robert Werner*, Commissioner  
*Commissioner - Vacant*

COMMISSIONER ABSENT: *Sean Sampsell*, Vice-Chairperson

STAFF PRESENT: *Alicia Hicks*, Human Resources Director  
*Lizza Galindo-Rojas*, Executive Assistant  
*Scott Robinson*, Battalion Chief

**SALUTE TO THE FLAG**

Commissioner Clave led the pledge of allegiance to the flag.

**PUBLIC COMMUNICATIONS**

None

**APPROVAL OF MINUTES**

Regular Meeting of September 10, 2025

**Action:** Motion made by Wapnowski seconded by Clave, and unanimously carried to approve the regular meeting minutes.

## **REPORTS FOR FILE**

### **Personnel Report**

**Action:** Motion made by Wapnowski, seconded by Werner, and unanimously carried to accept and file the Personnel Report as presented to the Commission.

## **UNFINISHED BUSINESS**

### **A. Civil Service Commission Annual Report – Presentation on December 2<sup>nd</sup> Council Meeting**

Chairperson Wapnowski will conduct the presentation on behalf of Civil Service Commission

## **NEW BUSINESS**

### **A. Introduction of new Commissioner Robert Werner**

Commissioner Werner introduced himself and provided his background.

### **B. Request to create the classification of EMS Coordinator (Fire).**

Battalion Chief Robinson provided a background of the request, and answered questions from the Commission.

**Action:** Motion made by Wapnowski, seconded by Clave, and unanimously carried to approve the request to revise the classification of EMS Coordinator.

## **STAFF COMMENTS**

None

## **COMMISSIONER COMMENTS**

Commissioner Clave expressed interest in training and guidelines for new Commissioners via the City Clerk office, schedule potential trainings including the Brown Act.

**ADJOURNMENT**

**Action:** Motion made by Wapnowski, seconded by Courtney , and unanimously carried to adjourn the regular meeting at 6:11 p.m., Wednesday, November 12, 2025 to the next regular meeting of the Civil Service Commission on Wednesday, January 14, 2026 at 5:30 p.m.

---

CHAIRPERSON

---

DATE APPROVED

*Special meetings may be called by the Chairperson upon the recommendation of the Personnel Director to consider matters requiring a timely resolution in accordance with the Ralph M. Brown Act per Government Code Section 54950, et. Seq.*

**NATIONAL CITY CIVIL SERVICE COMMISSION**

**P E R S O N N E L   R E P O R T**

**August 25, 2025 to February 17, 2026**

*Appointments*

<b>NAME</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF APPOINTMENT</b>
Michael Vincent Pacheco	Community Services Director	Community Services	11/11/2025	Career/Fulltime
Joseph Fajardo	Park Caretaker	Engineering & Public Works	11/11/2025	Career/Fulltime
Marilyn Villalba	Code Conformance Officer	Neighborhood Services	11/11/2025	Career/Fulltime
Francisco Cesena	Permit Technician	Fire-Building	11/11/2025	Career/Fulltime
Maurice Dolberry	Custodian	Engineering & Public Works	12/09/2025	Career/Fulltime
Gino Duarn	Custodian	Engineering & Public Works	12/09/2025	Career/Fulltime
Justin Cantwell	Fire Inspector	Fire	01/20/2026	Career/Fulltime
Ricardo Castillo Martinez	Police Recruit	Police	01/20/2026	Career/Fulltime
Michael Rendon	Fire Inspector I	Fire	01/20/2026	Career/Fulltime
Ernesto Guzman	Police Recruit	Police	01/20/2026	Career/Fulltime
Ruben Mendoza	Building Trades Specialist	Engineering & Public Works	01/20/2026	Career/Fulltime
Leonardo Marquez	Parking Regulations Officer	Neighborhood Services	02/03/2026	Career/Fulltime
Edgardo Santos, Jr.	Library Circulation Officer	Library	02/03/2026	Career/Fulltime
Heidi Skinner	City Attorney's Office	City Attorney	02/04/2026	Career/Fulltime
Rigoberto Kennedy	Tree Trimmer	Engineering & Public Works	02/17/2026	Career/Fulltime

## *Promotions*

NAME	POSITION TITLE		DEPARTMENT	EFFECTIVE DATE
	From	To		
Miguel Vazquez	Police Recruit	Police Officer	Police	9/17/2025
Martin Reeder	Asst. Dir- Community Dev	Director of Community Dev	Planning	11/21/2025
Juan Herrera Garcia	Maintenance Worker	Traffic Painter	Engineering & Public Works	11/25/2025
Nico Arsen Dasig	Comm Services Officer	Police Dispatcher	Police	12/09/2025
Ricardo Rodriguez-Garcia	Assistant Engineer - Civil	Associate Civil Engineer	Engineering & Public Works	12/09/2025
Jeremy Day	Fire Captain	Fire Battalion Chief	Fire	12/23/2025
Carlos Alejandro Perdomo	Civil Engineering Technician	Senior Civil Eng'g Tech	Engineering & Public Works	01/06/2026
Yuren Sotelo	Police Recruit	Police Officer	Police	01/08/2026
Gilbert Urbina	Police Recruit	Police Officer	Police	01/08/2026
Jennifer Sosa-Vega	Police Recruit	Police Officer	Police	01/08/2026
Christian Osorio	Police Recruit	Police Officer	Police	01/08/2026
GianCarlo Calderon	Police Recruit	Police Officer	Police	01/08/2026

## *Separations*

NAME	POSITION TITLE	DEPARTMENT	EFFECTIVE DATE	TYPE OF SEPARATION
Germi Morrison	Police Officer	Police	08/25/2025	Resignation
Dong Damon	Information Tech Technician	Information Technology Services	09/01/2025	Retirement
Brian Hadley	Deputy City Manager	City Manager	09/04/2025	Retirement
Joanne McGhee	Community Services Manager	Community Services	09/08/2025	Resignation
Ronaldo Fernande Perez	Police Officer	Police	09/18/2025	Resignation
Zovek Carrillo	Police Officer	Police	09/23/2025	Resignation
Maximiliano Avila	Police Dispatcher	Police	09/24/2025	Failure of Probation
Alejandro Ocampo Huerta	Police Officer	Police	10/07/2025	Failure of Probation
Maria Marmolejo	Library Circulation Supervisor	Library	12/04/2025	Retirement
Vania Nolasco	Animal Regulations Officer	Police	12/18/2025	Resignation
Charles Nissley	Senior Civil Engineering Tech	Engineering & Public Works	12/18/2025	Retirement
Traci Whited	Sr Info Technology Analyst	Police	12/29/2025	Retirement
Robert Hernandez	Division Chief	Fire	12/30/2025	Retirement
Barry Schultz	City Attorney	City Attorney	12/31/2025	Resignation
Bruce Foltz	Director of Finance	Finance	1/22/2026	Resignation
Maria Sheila Pangco	Administrative Technician	Finance	01/26/2026	Resignation
Michael Mejia	Firefighter	Fire	02/02/2026	Retirement
Victoria Torres	Police Dispatcher	Police	02/16/2026	Resignation