

Council Meeting of  
March 1, 2011

Honorable Mayor and Members  
Of the City Council  
City Hall  
Torrance, California

**Members of the Council:**

**SUBJECT: City Manager - Set a hearing date to conduct employee  
termination appeal hearing**

**RECOMMENDATION**

The City Manager recommends that the City Council set a hearing date of Tuesday, March 8, 2011 to conduct the hearing on the appeal of the Civil Service Commission decision sustaining the termination of Armando Trejo.

**FUNDING:**

Not applicable.

**BACKGROUND**

The Hearing in the appeal of the termination of Armando Trejo was heard before the Civil Service Commission on January 31, 2011. On February 14, 2011, the Commission formally adopted their decision to sustain the termination of Armando Trejo. On February 17<sup>th</sup>, Mr. Trejo filed an appeal of the Civil Service Commission's decision.

**ANALYSIS**

Under the provisions of the Municipal Code (Section 14.47.13) an appeal to your Honorable Body must be filed within (10) days of the Commission's decision. The Appellant filed a timely appeal and staff is recommending that the hearing date be set for Tuesday, March 8, 2011. The recommended date has been selected to accommodate the availability of the participants.

The hearing would start at 5:30 p.m. in Council Chambers, and should conclude before 7:00 p.m. The Appellant has requested that the hearing be conducted in closed session.

In hearing this matter, the Council may receive the following items: the transcript of the hearing held before the Civil Service Commission; the exhibits submitted to the Commission; and the Findings of Fact and Conclusions of Law

and Orders issued by the Commission. During the hearing, both parties will have the opportunity to present oral arguments.

Copies of the minutes and transcripts, all documents and exhibits admitted into evidence and the Findings of Fact and Conclusions of Law and Recommendation of the Commission will be distributed to your Honorable Body prior to the hearing for your review.

At the conclusion of the hearing your Honorable Body will have the following options available as to action to be taken:

1. Affirm the decision of the Civil Service Commission;
2. Affirm the decision of the Civil Service Commission but reduce the penalty;
3. Affirm in part and Reverse in part the Commission's decision and reduce or affirm the penalty imposed; or
4. Return the matter to the Civil Service Commission if you find their decision was not supported by substantial evidence or that new evidence has been discovered which could not have been presented by the exercise of due diligence at the original Civil Service Commission hearing.

Respectfully submitted,

LeROY JACKSON  
CITY MANAGER



By Laura Lohnes  
Civil Service Manager

CONCUR:



LeRoy J. Jackson  
City Manager