

City of Fresno

*City Hall
2600 Fresno Street
Fresno, CA 93721*



Meeting Minutes - Final

Tuesday, November 4, 2025

9:00 AM

Regular Meeting

**City Hall, Second Floor
Meeting Room A (2165N)**

Civil Service Board

***Chairperson Michael McDonald
Vice Chair Todd L Cregar
Board Member Brad Hardie
Board Member Diana Martinez Cano
Board Member Vacant***

The meeting room is accessible to the physically disabled. If you require special assistance to participate in the meeting, notify the Personnel Services Director at 621-6963 at least three business days prior to the meeting.

1. 9:00 A.M. ROLL CALL

Board Counsel; James McCann was present and represented the Board. Also present was Acting Secretary Designee; Brittany Blanco, Assistant Director Jennifer Misner, Assistant City Attorney; Jennifer DeRuosi, Deputy City Attorney III; Virginia Madrid-Salazar, Director of Transportation; Gregory Barfield, Attorney Joe Rubin, Board Member Diana Martinez-Cano was present but not on record for voting.

Present 4 - Chairperson Michael McDonald, Vice Chair Todd L. Cregar, Board Member Brad Hardie, and Board Member Diana Martinez Cano

2. APPROVAL OF MINUTES

[ID 25-1512](#) Meeting Minutes October 3, 2025

APPROVED

3. OLD BUSINESS

[ID 25-1378](#) Closed Session- Government Code Section 54957- Continued Public Employee Discipline/Dismissal/Release - Review of Findings [Pursuant to Fresno Municipal Code Section 3-283]

APPROVED AND RETURNED SIGNED

At 9:01 AM. After roll call, the Board went into Closed Session to approve item ID 25-1378, motion was made by Chair McDonald, 1st by Vice Chair Cregar and 2nd by Member Hardie to approve the signed findings with no corrections.

[ID 25-1379](#) Closed Session - Government Code Section 54957 Consideration and adoption of the Hearing Officer’s findings and recommendations. [Pursuant to Fresno Municipal Code Section 3-283]

APPROVED AND RETURNED SIGNED

Present on behalf of Appointing Authority was Assistant City Attorney Jennifer DeRuosi. Motion was made by Vice Chair Cregar, 1st by Chair McDonald and 2nd by Member Hardie to approve and move forward with sign findings for item 25-1379

[ID 25-1306](#) Closed Session - Government Code Section 54957 Consideration and adoption of the Hearing Officer’s findings and recommendations. [Pursuant to Fresno Municipal Code Section 3-283]

APPROVED AND RETURNED SIGNED

Present on behalf of Appointing Authority was Attorney at Law, Joe Rubin. Motion was made by Vice Chair Cregar, 1st by Chair McDonald and 2nd by Member Hardie to approve and move forward with sign findings for item 25-1306

[ID 25-1500](#) Government Code section 54956.9(d)(1)
Conference with Legal Counsel - Existing Litigation
Case Name: *Cordero v. Civil Service Board, City of Fresno, et al.*, Case No. 25CECG03439

DISCUSSED

The board went into executive session at 9:05AM to discuss legal matters with Board Counsel, James McCann

At 9:31AM the Board was out of Executive Session and went into closed session to proceed with the hearing on appeal

[ID 25-1503](#) Government Code section 54956.9(d)(1)
Conference with Legal Counsel - Existing Litigation
Case Name: *Haubelt v. Civil Service Board, City of Fresno, et al.*, Case No. 25CECG02787

DISCUSSED

5. HEARING ON APPEAL

4. NEW BUSINESS

[ID 25-1380](#) Closed Session - Government Code Section 54957 Public Employee Discipline/Dismissal/Release [Pursuant to Fresno Municipal Code Section 3-284]

DISCUSSED

At 9:31 AM The Board convened into Closed Session and the Hearing on Appeal began.

Present on behalf of Representation for City of Fresno was Deputy City Attorney III; Virginia Madrid Salazar and present on behalf of Appointing Authority was Director of Transportation; Gregory Barfield.

The appellant was present with representative, Attorney at Law Roger Wilson.

Witnesses were sequestered and the reading of the Order was waived and moved into the record.

Exhibits of evidence were presented during testimony and they were filed and moved into the record.

Opening statements began with Virginia Madrid Salazar for the City of Fresno, followed by Appellants Representative, Attorney, Roger Wilson.

The City's first witness was called and sworn in at 9:52 A.M. and cross examinations occurred.

The City's second witness was called and sworn in at 11:15 A.M. and cross examination continued.

The City rested at 11:44 A.M. and the opposing counsel called the appellant to testify. The appellant was sworn in and crossed examined.

At 12:34 P.M., following the summaries and closing remarks from the parties, the board convened into executive session to deliberate this matter.

At 1:10 P.M., the Board reconvened into Closed session and voted on the charges.

The charge of violation of FMC 3-286 (a) as set forth in the Order was SUSTAINED with a 3-0 vote.

The charge of California Vehicle Code, Section 21453 Chapter 2 Traffic Signs, Signals, and Markings as set forth in the Order was SUSTAINED with a 3-0 vote.

The charge of Transportation Departments General Rules for Bus Operators Section 3, Safety (D) Accident Prevention (1), as set forth in the Order, was SUSTAINED with a 3-0 vote.

The charge of Administrative Order 2-32: Drivers Standards Policy (in relevant part)

Drivers Responsibilities (1) as set forth in the Order was SUSTAINED with a 3-0 vote and was approved to reduce the original served discipline.

At 1:12 P.M. the Board convened into Open Session.

There being no further business to come before the Board, the meeting was adjourned at 1:12 P.M.

6. UNSCHEDULED COMMUNICATION

Members of the public may address the Civil Service Board regarding items that are not listed on the Agenda and within the subject matter jurisdiction of the Board. Each person is limited to a three (3) minute presentation. Board action on unscheduled items, if any, shall be limited to referring the item to staff for a report and possible scheduling on a future Civil Service Board agenda.

7. ADJOURNMENT