

## Leah Larrarte

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**From:** Webmaster  
**Sent:** Friday, March 10, 2017 4:39 PM  
**To:** CityClerk; Adrianna Hernandez  
**Subject:** City of Chula Vista: Civil Service Commission Application - Web form

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

**Categories:** B&C

A new entry to a form/survey has been submitted.

**Form Name:** Civil Service Commission Application  
**Date & Time:** 03/10/2017 4:39 PM  
**Response #:** 2  
**Submitter ID:** 23526  
**IP address:** 170.213.19.15  
**Time to complete:** 25 min. , 0 sec.

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### Survey Details

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Page 1

#### Application for membership on the Civil Service Commission

**1. Prefix**

(o) Mr.

**2. First and Last Name**

Julio Estrada

**3. E-mail**

[REDACTED]

**4. Home Address**

[REDACTED]

**5. City**

Chula Vista

**6. ZIP code**

91910

**7. Primary Phone**

[REDACTED]

**8. Secondary Phone**

[REDACTED]

**9. Are you registered to vote in Chula Vista?**

Yes

**10. Do you live within the City limits of Chula Vista?**

Yes

**11. How Long?**

26 years

**12. Present employer**

County of San Diego Medical Examiner

**13. Occupation**

Supervising Medical Examiner Investigator

**14. Are you currently serving on a Chula Vista Board/Commission?**

No

**15. Which one(s)?**

Not answered

**16. Have you previously served on a Chula Vista Board/Commission?**

No

**17. Which ones?**

Not answered

**18. Are you or have you been involved in any local, civic or community groups?**

No

**19. Which ones?**

Not answered

**20. What are your principal areas of interest in our City government, and what experience or special knowledge can you bring to those areas?**

My main area of interest is public safety. I have twenty years of experience conducting medico-legal death investigations, the majority as a supervisor and division manager. The most challenging aspect of my career has been addressing personnel issues and how they can affect the employee objectivity while performing their legal mandate. My 14 years of experience as supervisor has giving me the skills and knowledge to balance the demanding needs of my department and the wellbeing of my employees. I am fair and patient while solving personnel issues and I am also firm, based on rules and regulations, as well as policies and procedures, when an ultimate decision needs to be made.

**21. What would you hope to accomplish in the role of a Civil Service Commissioner? (250 words or less)**

To assist a team of professionals to promptly and accurately identify concerns from city employees during hearings, and to help coordinate and complete effective investigation to resolve matters in a timely manner. To continue to grow and contribute, as a productive citizen, to the city of Chula Vista.

**22. I understand that to be considered, I must submit a resume along with this application.**

Civil Service Commision CV.doc

**23. The City understands meeting schedules and individual's availability may change. We ask that you consider the meeting schedule when submitting an application.**

(o) I have reviewed the Civil Service Commission regular meeting date, time and frequency.

**24. I understand if I am selected to serve on this board or commission I will need to disclose certain economic interests (Form 700) in accordance with the City of Chula Vista's Conflict of Interest Code.**

(o) I have reviewed the City of Chula Vista's Conflict of Interest Code.

**25.**

(o) I am familiar with the responsibilities of the Civil Service Commission. I attest that the information I have provided is accurate and true.

Thank you,  
**City of Chula Vista**

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## Julio F. Estrada

[REDACTED]

[REDACTED]

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**OBJECTIVE:** To best utilize 13 years of supervisory experience as an accomplished public agency professional, by becoming a member of a professional Civil Service Commission. To hear appeals and act within the city charter authority, and the civil service rules, during an investigative process protecting the interest of the city personnel system and the employee.

**EDUCATION:** Universidad Autónoma de Guadalajara, Medical Doctor 1979-1983

**PROFESSIONAL TRAINING:** Miramar College Peace Officer Standard of Training, Laws of arrest 1996  
Orange County Coroner's Academy 1997

**WORK EXPERIENCE:**

County of San Diego, Supervising Medical Examiner Investigator, 2008—Present. Division Manager supervising 24 employees

County of San Diego, Citizens' Law Enforcement Review Board, Special investigator, 2006-2008. Investigate citizens' complaint related to peace officer misconduct, including excessive use of force and false arrest.

County of San Diego Medical Examiner Investigator III 1996-2006 – Death investigations, supervisory role.

**OTHER RELATED WORK HISTORY:**

Baja California State Health Department: Sanitary Jurisdiction, Medical Director 1983 – 1988 Supervise more than 100 employees. Oversee preventive medicine programs

**PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS**

California State Coroners Association – President

National Center for Missing and Exploited Children – Consultant

## Leah Larrarte

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**From:** Webmaster  
**Sent:** Thursday, March 16, 2017 7:43 PM  
**To:** CityClerk; Adrianna Hernandez  
**Subject:** City of Chula Vista: Civil Service Commission Application - Web form

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

**Categories:** B&C

A new entry to a form/survey has been submitted.

**Form Name:** Civil Service Commission Application  
**Date & Time:** 03/16/2017 7:42 PM  
**Response #:** 3  
**Submitter ID:** 23701  
**IP address:** 68.8.116.14  
**Time to complete:** 5 min. , 39 sec.

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### Survey Details

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Page 1

#### Application for membership on the Civil Service Commission

1. **Prefix**

(o) Mr.

2. **First and Last Name**

Cory Fish

3. **E-mail**

[REDACTED]

4. **Home Address**

[REDACTED]

5. **City**

Chula Vista

6. **ZIP code**

91913

7. **Primary Phone**  
[REDACTED]
8. **Secondary Phone**  
Not answered
9. **Are you registered to vote in Chula Vista?**  
 Yes
10. **Do you live within the City limits of Chula Vista?**  
 Yes
11. **How Long?**  
12 years
12. **Present employer**  
St Paul's Senior Services
13. **Occupation**  
Human Resources Director
14. **Are you currently serving on a Chula Vista Board/Commission?**  
 No
15. **Which one(s)?**  
Not answered
16. **Have you previously served on a Chula Vista Board/Commission?**  
 No
17. **Which ones?**  
Not answered
18. **Are you or have you been involved in any local, civic or community groups?**  
 No
19. **Which ones?**  
Not answered
20. **What are your principal areas of interest in our City government, and what experience or special knowledge can you bring to those areas?**  
As a seasoned HR executive, I think this would be a great opportunity to serve my community in an area that is perfectly tailored to my skills.
21. **What would you hope to accomplish in the role of a Civil Service Commissioner? (250 words or less)**  
More than anything, I want to serve the community.
22. **I understand that to be considered, I must submit a resume along with this application.**

**23. The City understands meeting schedules and individual's availability may change. We ask that you consider the meeting schedule when submitting an application.**

(o) I have reviewed the Civil Service Commission regular meeting date, time and frequency.

**24. I understand if I am selected to serve on this board or commission I will need to disclose certain economic interests (Form 700) in accordance with the City of Chula Vista's Conflict of Interest Code.**

(o) I have reviewed the City of Chula Vista's Conflict of Interest Code.

**25.**

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# *Cory Fish, P.H.R.*

## **Human Resources Supervisor/Manager/Director/HR Business Partner**

Experienced Human Resources Professional with a proven track record of managing organizations through periods of intense change. Above all else, customer service is the goal behind everything I do.

### **Areas of Expertise**

Human Resources Strategy  
Recruitment/Retention  
Performance Management  
Pension Management

Health Care  
Benefits Ops/Management  
Policies & Procedures  
EEO/Affirmative Action

Employee Relations  
Labor Relations/Grievance  
HRIS - Workday/Lawson  
Reduction in Force

### **INDUSTRY ACCOMPLISHMENTS**

- Union Tribune MVP Winner – One of Eight employee of the year winners in 2007
- PHR Certified since December of 2004
- Public speaker on TV, Radio, and at Job Fairs with topics regarding employment/recruiting
- Successfully passed an OFCCP audit for an Affirmative Action Program – The Pasha Group

### **WORK EXPERIENCE**

Jan 2017-Present      **ST PAUL'S SENIOR SERVICES**      **Director, Human Resources**

A full-service, nonprofit retirement community providing homes and care to generations of San Diego's seniors. Our services have expanded to bring innovative choices to those seeking resources for active retirement living, personal care, memory support and medical oversight.

- Lead an HR team of 6 managing all aspects of HR Operations
- Use technical savvy to improve HR technology in HRIS and Payroll Management
- Bring Open Enrollment into the 21<sup>st</sup> century by leveraging HRIS and benefits systems
- Leverage social media to increase recruitment strategies
- Streamline 403b with an eye on eliminating excessive 3<sup>rd</sup> party administrators, thereby saving money
- Serve on multiple company-wide committees to improve overall business operations

Aug 2016-Jan 2017      **OPERATION SAMAHAN HEALTH CLINIC,**      **Director, HR**

(Contract Assignment) Operation Samahan's mission is to build healthier, happier communities together. We promote better health and living conditions for all members of the community.

- Employee relations in a union healthcare setting including heavy investigation experience
- Negotiating team member for union negotiations
- Reengineer the HR department from the ground up
- Build compensation and incentive plans to increase performance metrics
- Recruitment & retention strategies
- Benefits management and administration

- Save an estimated 16% in negotiations
- Update and maintain HR compliance
- Lean Strategies
- Implementation of HRIS systems
- 403b Administration through an inherited VCP filing

## Jan 2005-August 2016 **THE SAN DIEGO UNION-TRIBUNE**

The San Diego Union-Tribune, is San Diego's leading source for news and information. I have been fortunate enough to be involved in this organization since 2005.

Sept 2012-August 2016

**Director, Human Resources**

- Direct high level projects including company-wide reorganizations, layoffs, early retirement buyouts, and union conversions/de-conversions
- Partner with General Counsel on labor negotiations and effects bargaining
- Partner with executives and managers in all complex employee relations matters
  - Average 40-50 termination, suspensions, and/or other disciplinary action
- Negotiations and operations of Health & Welfare Benefits
  - Manage Benefits Administration team
  - Successfully negotiated and manipulated benefits structures to minimize increases
- Full scale 401k & Pension Management
  - Including Membership of a 5 person Pension/401k Plan Committee
- Direct the strategy for the HRIS System

Sept 2009-Sept 2012

**Manager, Human Resources**

- Manage all items mentioned as HR Supervisor including the following
- Manage the recruiting process
  - Oversaw the hiring of over 70 employees in a 4 month period during the ramp up for U-T TV
- Direct the HRIS transition from Lawson to SBS
  - Manage the project from bidding vendors, to data migration, to go live

Jan 2005-Sept 2009

**Supervisor, Human Resources**

- Assist in high level projects including company-wide reorganizations, layoffs, early retirement buyouts, and union conversions/de-conversions
  - Layoffs and restructuring changed the company size to 831, for a 50% reduction in workforce
- Supervise benefits administration team of 4
- Manage \$3M budget for the Human Resources department
- HRIS Administration
- Won 3 Employee of the Month awards. One culminating in an Employee of the Year, MVP Award

Sept 2003-Jan 2005

**BARONA CASINO & RESORT**

**HRIS Analyst**

- Company Size 3500
- Complete administration of HRIS System (JD Edwards)
- Run company-wide reports weekly to help senior management analyze business needs
- Consult on mid to high level employee relations issues
- Performance appraisal administration

Dec 2000-Sept 2003      **THE PASHA GROUP**      **Representative, Human Resources**

- Company Size 700
- Complete government reports including Affirmative Action Program, VETS-100, and EEO-1 Reports
  - Successful OFCCP audit of Affirmative Action Program
- Implement and administrate HRIS (Ceridian) for Human Resources and Benefits Administration
- Full Benefits Administration
- Assist in all matters pertaining to employee relation
- All recruiting efforts, including hiring over 20% expansion in 1 year period
- Assist in implementation and administration of ISO 9000 compliance

## EDUCATION

2000-2001      **UNIVERSITY OF SAN FRANCISCO** - M.A., Sports Business Administration

1997-1999      **UC SANTA BARBARA** - B.A., Business Economics, Minor in Sports Management

## Leah Larrarte

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**From:** Webmaster  
**Sent:** Thursday, April 27, 2017 4:17 PM  
**To:** CityClerk; Adrianna Hernandez  
**Subject:** City of Chula Vista: Civil Service Commission Application - Web form

**Categories:** B&C

A new entry to a form/survey has been submitted.

**Form Name:** Civil Service Commission Application  
**Date & Time:** 04/27/2017 4:17 PM  
**Response #:** 8  
**Submitter ID:** 25158  
**IP address:** 156.29.63.224  
**Time to complete:** 24 min. , 25 sec.

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### Survey Details

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Page 1

#### Application for membership on the Civil Service Commission

1. **Prefix**  
(o) Mr.
2. **First and Last Name**  
Alberto H. Leos
3. **E-mail**  
[REDACTED]
4. **Home Address**  
[REDACTED]
5. **City**  
Chula Vista
6. **ZIP code**  
91915
7. **Primary Phone**  
[REDACTED]

**8. Secondary Phone**

[REDACTED]

**9. Are you registered to vote in Chula Vista?**

(o) Yes

**10. Do you live within the City limits of Chula Vista?**

(o) Yes

**11. How Long?**

27 years

**12. Present employer**

City of San Diego

**13. Occupation**

Captain/Patrol Operations

**14. Are you currently serving on a Chula Vista Board/Commission?**

(o) No

**15. Which one(s)?**

Not answered

**16. Have you previously served on a Chula Vista Board/Commission?**

(o) No

**17. Which ones?**

Not answered

**18. Are you or have you been involved in any local, civic or community groups?**

(o) No

**19. Which ones?**

Not answered

**20. What are your principal areas of interest in our City government, and what experience or special knowledge can you bring to those areas?**

I have been working in public service for the past 28+ years. I have an MPA and BSBS degrees. As a Lieutenant for the San Diego Police Department, I spent 2 1/2 years as the hiring authority for the police department. I hired over 400+ police officers during that time frame. I have experience in Human Resources, hiring process, termination process and appeals process of employees. I have sat on hundreds of interview panels for hiring and promotional processes.

**21. What would you hope to accomplish in the role of a Civil Service Commissioner? (250 words or less)**

I wish to give back to the City of Chula Vista. By becoming a member of the Civil Service Commission, I can use my knowledge in Human Resources to assist the commission with employee grievances and assist in litigating these grievances to a conclusion.

**22. I understand that to be considered, I must submit a resume along with this application.**

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(o) I have reviewed the Civil Service Commission regular meeting date, time and frequency.

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**City of Chula Vista**

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# Alberto H. Leos

Captain  
SDPD Southern Division



**OBJECTIVE:** Chula Vista Civil Service Commission

**QUALIFICATIONS:**

Twenty eight years of experience as a police officer with thirteen years as a Sergeant & Detective-Sergeant, four years as a Police Lieutenant and the past year as a Captain. Comprehensive knowledge and experience in various aspects of the organization, including patrol, administrative, investigative and management. Experienced in developing partnerships with the community for over twenty eight years and teaching various ethnic groups in many aspects of community policing. Received Nine Commanding Officer Citations for oral and written communicative skills, leadership, mentoring and developing officers and detectives for career advancements. Excelled in motivating employees to achieve a higher level of police service. Received a life saving medal and Jefferson Keno Wilson Medal for high standards as a police officer. Received a Hero's Award from the American Red Cross for service to our communities for the past twenty years. Fluent Spanish speaker & culturally diverse. Current Commanding Officer for Southern Division Command.

**EDUCATION:**

Master in Public Administration (Minor in Human Resources Management)	June 1993
Bachelor of Arts in Behavioral Science (Emphasis in Criminal Justice)	June 1991
Associate Arts in General Studies (A.A.)	June 1987
Chicano Federation Leadership Training Institute Graduate	January 1996
City of San Diego Supervisory Course	May 1996
Criminal Investigations/Internal Affairs Investigations	December 2000
LEAD-San Diego Graduate (8-month curriculum)	May 2005
P.O.S.T./S.L.I. Graduate (8-month curriculum)	May 2005
Command Staff Training/Tools for Tolerance	January 2012
Command Skills Development	March 2012
P.O.S.T. Management Training/Certificate	November 2012
U.S.D. Leadership Development Program (8-month Curriculum)	November 2013
Civil Liability for Managers	October 2015
Leadership & Management updated training	February 2016

**EXPERIENCE:**

**Patrol Operations:** Captain 03/2016 to Present  
 Commanding Officer at Southern Division. Responsible for 110 sworn and non-sworn employees. Responsible for police services to 110, 000 residents in 9 communities. Manage the day to day operational needs of the command. We have a positive working relationship with the community and use the Community Policing model to fight crime. Prepare Quarterly Management Reports for our Chief of Police, City Council and Mayor.

**Backgrounds/Recruiting & Volunteers:** Lieutenant 10/2013 to 03/2016  
 Was the Appointing Authority for Police Officer Recruit hires for SDPD. Was responsible for choosing exceptional candidates to properly shape the future of our department. My team of recruiters, background investigators, and clerical staff process over 5,000 applications per year for 180 to 200 police officer positions. Manage our recruiting

budget. Additionally, manage our department volunteer programs. Responsible for 650 police volunteers under my span of control. Our volunteers range from our Retired Senior Volunteer Patrol to Police Cadets; from Crisis Interventionists to Reserve Police Officers and Volunteers in Policing.

Homeless Outreach Team: Admin. Lieutenant 3/2013 to 10/2013  
Appointed by our Chief of Police as the Departments liaison with the Mayor's office regarding homeless issues, policy and liaison with the County Psychiatric Emergency Response Team (PERT). This position was the first of its kind. I developed a new operational manual for this position with a set of expectations, roles and responsibilities of the position. Worked in a partnership with the Mayor's staff, City Council Members and the community to address homeless issues that came up, and developed solutions that were conducive to the affected stakeholder.

Eastern Admin: Patrol Lieutenant 8/2012 to 3/2013  
Managed the day to day operations in 320's service area at Eastern Division. Was responsible for seven teams which consisted of one sergeant and five officers per team. Prepared the monthly schedules for patrol, attended community meetings, responded to and managed critical incidents. Managed our investigative teams.

Criminal Intelligence Unit: Investigative Sergeant 4/2012 to 8/2012  
Was hand selected by our Chief to lead a team of detectives in the Criminal Intelligence Unit. Assigned as the liaison with Mexico. Worked closely with Mexican Law Enforcement and Military officials to hunt down wanted US fugitives. Briefed our Chief of Police weekly with on-going investigations on both sides of the U.S. border. Worked with the US Consulate in Mexico to reunite Foreign National's with their families. Discussed Bi-national agreements with government officials in Mexico. Managed numerous confidential informants.

Southern Division: A/Lieutenant 4/2011 to 4/2012  
Working with command staff in developing our supervisors with leadership techniques to assist them in managing and supervising their patrol and investigative teams cohesively. Implemented the department's goal of Creating a Values-Driven Organization and Preventing Misconduct. Established a friendly, clean and honorable work environment at the command to increase morale. Worked with community based organizations to remodel the interior and exterior of Southern Division. Managed critical incidents including protests along the U.S. Border and worked closely with Federal, State and local L.E. agencies during joint enforcement operations.

Child Abuse Unit: Investigative Sergeant 4/2010 to 4/2011  
Supervised 5 senior detectives in a specialized unit that provided expert response to all reports of child molest, abuse, and neglect cases within the Child Abuse Unit's responsibility and collected evidence for appropriate criminal action. A/Lieutenant managed the day to day operations of investigations-I. Briefed command staff with ongoing sensitive criminal investigations. Worked with Media Relations to release information to the press on wanted suspects.

Mid City Investigations: Investigative Sergeant 10/2008 to 04/2010  
Supervised a team of 5 senior detectives assigned to the 820's service area. Assigned cases to investigators, prepared briefing reports on crime trends for the Commanding Officer and addressed series related crimes. Worked closely with other law enforcement agencies in proactively addressing crime in our service area. A/Lieutenant.

Robbery Unit: Administrative/Investigative Sergeant 05/2007 to 10/2008  
Administered the day-to-day paperwork for Investigations-II. Collateral duties included working with investigators during kidnappings, bank and commercial robberies. Supervised D.A. Liaison personnel. Managed the department's Extradition Program. Managed several gang grants and prepared the documents for Crime Analysis.

Internal Affairs: Investigative Sergeant 03/2005 to 05/2007  
Assigned to investigate sensitive internal investigations. Completed extensive, detailed reports and made findings based on thorough investigations. Assigned as Acting Lieutenant and made difficult decisions and assigned sergeants to after hour call-outs for the department. Briefed the Chief and Command Staff with ongoing internal investigations. Worked in a collaborate effort with the Citizen's Review Board.

Patrol Sergeant: Sergeant 09/1999 to 02/2005  
Worked as a Patrol Sergeant at Eastern and Southern Divisions. Assumed additional duties of F.T.O. Sergeant, POP Coordinator and Internal Affairs Mediation Liaison for the divisions. Mentored patrol officers and prepared them for opportunities within our organization. Worked closely with the community in problem solving and community policing. Worked over a summer in our departments Vice Unit and spent 4 months in Internal Affairs "On-Deck" position, developing investigative skill as a supervisor.

Domestic Violence Unit: Detective 06/1997 to 09/1999  
Investigated over 900 cases in the Domestic Violence Unit. Prepared complex investigations for the District Attorney and City Attorney's Office. Testified in court on many sensitive criminal cases. Conducted numerous presentations to community groups in Spanish reference Domestic Violence prevention.

Recruiting Unit: Recruiter 01/1997 to 06/1997  
Conducted extensive presentations to community groups, college graduates and military personnel, who were interested in SDPD. Traveled to colleges and universities within California recruiting diverse groups of candidates for our organization.

Community Relations Officer: Administrative Officer 01/1995 to 01/1997  
Assigned as the police department liaison with the Hispanic Community in Southern Division. Met with members of the Captain's Advisory Board. Kept the Captain and Chief informed regarding major issues affecting the Hispanic community. Worked in a partnership with the community in problem solving and community policing. Gave crime prevention presentations to neighborhood watch groups and business constituents.

Patrol: Police Officer 02/1994 to 01/1995  
Police Lateral to S.D.P.D and assigned to work at Southern Division. Worked with the community in problem solving and community policing during the restructuring of the department. Helped the community with social issues and combat crime.

Patrol: Officer/Motors 08/1988 to 02/1994  
Worked as a Patrol Officer for the Chula Vista Police Department. Assumed additional duties of FTO, Evidence Technician and Motor Officer.

Cadet: Cadet 01/1985 to 05/1987  
Member of the Cadet Program with the National City Police Dept. Learned law enforcement techniques, police protocols, worked parades and went on ride-a-longs with police officers. Program prepared me for a career in law enforcement.

**RELATED EXPERIENCE:**

- ❖ Public Information Officer/briefed Hispanic media during major incidents/2 Super Bowls/RNC/Cedar Fires.
- ❖ Member of Command staff for R.N.C, Cedar Fires and Protests at U.S. Borders.
- ❖ Landlord/Tenant Training-Instructor/Speakers Bureau Instructor.
- ❖ Juvenile Realignment Task Force/Committee Member.
- ❖ Binational Public Safety Conference Committee/Instructor.