



Memorandum

Date: January 4, 2023

To: Civil Service Commission

From: Maria Cano, Personnel Analyst

Subject: **COVID-19 RELATED: REQUEST FOR EXTENSION OF PROBATIONARY PERIOD FOR ANTHONY ZANKICH, HARBOR PATROL OFFICER II**

On December 15, 2022, the Civil Service Department received a request from the Harbor Department for an Extension of the Probationary Period for Anthony Zankich, Harbor Patrol Officer II, in accordance with Article V, Section 41(2) of the Civil Service Rules and Regulations and Section 1.01(A2) of the Civil Service Policies and Procedures.

Facts for Consideration

- On January 31, 2022, Mr. Zankich was hired by the Harbor Department as a Harbor Patrol Officer II.
- The Harbor Department requires all Harbor Patrol Officers II must complete the Security Division's Maritime Security Academy and structured four-month Field Training Program during the probationary period.
- There have been delays in the required training for Mr. Zankich which are attributed to POST Modular III Academy closures due to COVID-19, the availability of Field Training Officers due to leaves, and remediation training.
- Mr. Zankich completed the Maritime Security Academy on August 13, 2022, and is currently in Phase I of the 4-month Field Training Program.
- Mr. Zankich's probationary period is scheduled to conclude on or about February 8, 2023.



- As of the last pay period, Mr. Zankich has completed 1774 probationary hours of the required 2088 probationary hours.
- The Harbor Department is requesting a 3-month (522) hour extension of Mr. Zankich's probationary period. The requested amount of extension time is necessary for Mr. Zankich to have sufficient time to complete the requirements of his probation and allow time for remediation as needed.
- Granting the extension of probation would allow Mr. Zankich to continue his training in Field Training Program and allow for remediation as needed. The Harbor Department is aware that if another extension is required, Article V, Section 41(2) of the Civil Service Rules and Regulations allows for a second request.

Recommendation

- Staff recommends approval of Mr. Zankich's extension of the probationary period in accordance with Article V, Section 41(2) of the Civil Service Rules and Regulations and Section 1.01(A2) of the Civil Service Policies and Procedures.
- The Harbor Department and Mr. Zankich have been notified that this request will be on the Commission agenda. The Department will be present for any questions from the Commission.





Memorandum

Date: December 15, 2022

To: Civil Service Commission

From:  Sandy Witz, Director of Human Resources

Subject: **REQUEST TO EXTEND PROBATIONARY PERIOD FOR ANTHONY ZANKICH, PERMANENT FULL TIME HARBOR PATROL OFFICER II**

The Security Division respectfully requests a probationary period extension for Anthony Zankich, Harbor Patrol Officer II, in accordance with Sections 41(2) and 115 of the Civil Service Rules and Regulations and Section 1.01 of the Civil Service Policies and Procedures.

Mr. Zankich was hired January 31, 2022, as a Harbor Patrol Officer II. The Harbor Department requires all Harbor Patrol Officers II must successfully complete the Security Division's Maritime Security Academy and structured four-month Field Training Program during the probationary period.

The Harbor Department is requesting an extension to continue to allow the required training and evaluate Mr. Zankich's performance. Mr. Zankich is currently in Phase I of the four and a half month Field Training Program after completing the Maritime Security Academy in August 13, 2022. The recent delays in required training for Harbor Patrol Officers have been attributed to:

- POST Modular III Academy Closure Due to COVID-19; and
- Availability of Field Training Officers Due to Leaves;
- Remediation Training.

Mr. Zankich's probation is currently scheduled to conclude on or around February 8, 2023. It is requested that an extension be granted for an additional 3 months (560 hours). This will allow the department to continue to closely monitor the employee's performance while attending participating in the Field Training Program. A second extension may be requested to Commission to ensure Mr. Zankich's completion of required training.

Thank you for your consideration of this request. If you have any further questions or require additional information, please contact me or my staff at (562) 283-7821.



Memorandum

Date: November 29, 2022

To: Sandy Witz, Director of Human Resources

From: Casey J. Hehr, Director of Security 

Subject: REQUEST TO EXTEND PROBATIONARY PERIOD – ANTHONY ZANKICH

The Security Division respectfully requests a probationary period extension for Anthony Zankich, Harbor Patrol Officer II-Armed, in accordance with Sections 41(2) and 115 of the Civil Service Rules and Regulations and Section 1.01 of the Civil Service Policies and Procedures.

Mr. Zankich was hired January 29, 2022, as a Harbor Patrol Officer II-Armed. The Harbor Department requires all Harbor Patrol Officers II-Armed to attend an intensive initial training program, the Maritime Security Academy (MSA), followed by a structured four and a half month Field Training Program.

The Harbor Department is requesting an extension in order that Mr. Zankich can complete the required training needed for the Harbor Patrol Officer II-Armed position. Hired on January 29, 2022, Mr. Zankich was enrolled in the next available Long Beach City College (LBCC) class component of the MSA, which started on February 7, 2022. He successfully completed LBCC on April 26, 2022. He was then enrolled in the next POST Basic Course Module III component which started on June 16, 2022. He successfully completed this course on August 13, 2022. Mr. Zankich received firearms instruction; however, he failed to achieve his firearms qualification on his first attempt, September 6, 2022. After additional firearms training, Mr. Zankich was able to qualify on his second attempt on October 4, 2022.

Mr. Zankich is currently participating in the Department's Field Training Program. Mr. Zankich has had some difficulty completing Phase I of the Field Training Program and is currently remediating Phase I in its entirety. He is struggling in two critical performance categories (Officer Safety and Field Performance). Due to his initial struggles qualifying to carry a firearm and the remediation of Phase 1, he is currently unable to complete his training prior to the end of probation. An extension is necessary to allow the Department to monitor Mr. Zankich's performance while completing the Field Training Program.

Mr. Zankich's probation is currently scheduled to conclude on or around January 29, 2023. It is requested that an extension be granted for an additional 120 days (700 hours). This will allow the Department to continue to closely monitor the employee's performance while participating in the Department's Field Training Program.

Thank you for your consideration of this request. If you have any further questions or require additional information, please contact me or my staff at (562) 283-7812.

CIVIL SERVICE DEPARTMENT
REQUEST FOR CIVIL SERVICE COMMISSION ACTION GUIDELINES

REQUEST FOR EXTENSION OF PROBATION

Civil Service Rules and Regulations Section 41 (2)
Civil Service Commission Policy Section 1.01

Form completed by: David Espinoza, Manager of Employee Relations and HR Services, Harbor Department
Date: 12-15-22

Name/Title/Department

Section 1: *To be completed by requesting department.*

To be completed by department	Civil Service Dept. Verification
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A requisition is not required.

MC

Is any other department impacted?
If yes, which department: _____

Yes No

MC

A completed Employee Performance Evaluation is required. Has the form been received in the Civil Service Department?

Yes No

MC

Section 2: *Points to be addressed in request:*

Formal name and current classification title of employee.

Anthony Zankich, Harbor Patrol Officer II

MC

Summary of employee's work history, specifying all classification titles and dates, including date(s) permanent status was attained in each classification.

Mr. Zankich was hired January 31, 2022, as a Harbor Patrol Officer II and is in probationary status.

MC

The date the employee will complete probation. Date: **February 8, 2023**
Request must be submitted 30 days prior to completion of probation.

MC
12/15/2022

A statement of the problem and specific reasons for request. Rationale as to how/why an extension will allow employee to pass probation. **See Attached Request**

MC

Which policy criteria is being utilized and how the request meets the criteria required in the policy. **Harbor Patrol Officers II must successfully complete the Maritime Security Academy and structured four month Field Training Program during the probationary period. The request for additional hours is to accommodate completion of the program.**

MC

Length of extension requested. **3 months (560 hours)** (request will be modified to the standard 3-month 522 hours-MC)
(A maximum extension of 3 months may be requested; a second 3-month extension may be requested at a later date, if necessary.)

MC

The following should be in attendance at the Civil Service Commission meeting:

- Requesting department. **Representative from Harbor Department's Human Resources Division will be in attendance.**
- The impacted employee's attendance is optional.

MC

CIVIL SERVICE DEPARTMENT
REQUEST FOR CIVIL SERVICE COMMISSION ACTION GUIDELINES

Notes:

SUGGESTED ACTION:

Staff recommends approval of this request.