ITEM 1

MINUTES

FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING, OCTOBER 8, 2015, CITY COUNCIL CHAMBERS 300 NORTH CAMPBELL – 1ST FLOOR

All matters listed under the Consent Agenda below will be considered by the Commission to be routine and will be enacted by one motion in the form listed below. There will be no separate discussion of these items unless members of the Commission or persons in the audience request specific items be removed from the Consent agenda to the Regular Agenda for discussion prior to the time the Commission votes on the motion to adopt the Consent Agenda.

Members Present: Hernandez, Edward – Chair
Bowling IV, Robert
Dominguez, Ricardo
Palmer, Joyce
Ware-Asbury, Theresa
Williams, Antonio

Members Absent: Viescas, Cora

Early Departure: Bowling IV, Robert (8:40 p.m.)

Meeting convened at 6:02 p.m. with five Commissioners present and Chair Hernandez presiding.

Chair Hernandez asked CSC Secretary Linda Ball Thomas if there were any changes to agenda.

CSC Secretary Linda Ball Thomas states that for Item 3A and Item 3C, the Appellants had withdrawn their appeals.

Chair recognizes Commissioner Bowling's request to leave at 8:40 p.m.

CONSENT AGENDA

1. Approval of Minutes:

August 13, 2015 Civil Service Commission Meeting

Discussion by Chair Hernandez, Commissioners Williams, Ware-Asbury, and CSC Secretary Linda Ball Thomas.

MOTION MADE BY COMMISSIONER WARE-ASBURY AND SECONDED BY COMMISSIONER PALMER TO APPROVE MINUTES WITH NOTED DISCUSSION ON AGENDA ITEM 3 OF THE AUGUST 13, 2015 MEETING; MOTION PASSED UNANIMOUSLY.

2. Notation: Revisions/Updates to Human Resources Policies that were once rules and replaced as policies following the March 6, 2012 amendments to Ordinance 8065 (Rules and Regulations-Rule 1;Section 16).

A. Applications and Appeals Policy
B. Certification and Hiring Policy
C. Classification Policy
D. Promotional Process Policy
E. Provisional and Temporary Appointment Policy

Discussion by Chair Hernandez, Commissioners Dominguez, Ware-Asbury, Williams, and Assistant City Attorney Elizabeth Ruhmann.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DOMINGUEZ TO PLACE ON THE NEXT CIVIL SERVICE COMMISSION MEETING AN ITEM FOR DISCUSSION AND ACTION ON THE COMMISSION'S POSITION ON THE AFORELISTED HR POLICIES; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

3. Discussion and Action on Appeal of Disqualification to take Examination and/or Removal of Name from Eligible List in accordance with C.S.C. Rule 5.1.(a) and City's Application Policy:

A. Steven J. Martinez – Veterinary Technician (TABLED FROM 8/13/15 MEETING)
APPEAL WITHDRAWN BY APPELLANT

B. Norma Guzman-Kennedy-Water Conservation Education Specialist

Discussion by Appellant Norma Guzman, Chair Hernandez, Commissioners Bowling, Ware-Asbury, Williams Palmer, Senior HR Analyst EPWU Ted Marin, Conservation Manager, Anahi Padilla, and HR Director/CSC Secretary Linda Ball Thomas.

MOTION MADE BY COMMISSIONER BOWLING AND SECONDED BY COMMISSIONER DOMINGUEZ TO DENY APPEAL; MOTION PASSED WITH A VOTE OF 4 TO 1.

AYES: WARE-ASBURY, DOMINGUEZ, PALMER, BOWLING
NAYES: WILLIAMS

C. Daniel Carrasco-Budget & Management Analyst
APPEAL WITHDRAWN BY APPELLANT

D. Patrick Baughman-Senior Accounting Payroll Specialist

Discussion by Appellant Patrick Baughman, Commissioners Williams, Dominguez, Bowling, Ware-Asbury, and HR Director/CSC Secretary Linda Ball Thomas.

MOTION MADE BY COMMISSIONER BOWLING AND SECONDED BY COMMISSIONER WARE-ASBURY TO DENY APPEAL; MOTION PASSED WITH A VOTE OF 3 TO 2.

AYES: WARE-ASBURY, PALMER, BOWLING
NAYES: DOMINGUEZ, WILLIAMS

E. Aundrea M. Rodriguez-Recreation Specialist

Discussion by Appellant Aundrea Rodriguez, Commissioners Bowling, Ware-Asbury, Williams, Parks & Recreation Director Tracy Novak, and Parks & Recreation HR Departmental Manager Ada Hatten.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DOMINGUEZ TO APPROVE APPEAL; MOTION PASSED WITH A VOTE OF 3 TO 2.

AYES: DOMINGUEZ, PALMER, WILLIAMS
NAYES: WARE-ASBURY, BOWLING

F. Rosa Elena Montes-Recreation Program Supervisor

Discussion by Appellant Rosa Montes, Commissioners Williams, Dominguez, Ware-Asbury, Bowling, Parks & Recreation Director Tracy Novak, P & R Recreation Program Manager Veronica Myers, and P & R HR Departmental Manager Ada Hatten.

MOTION MADE BY COMMISSIONER BOWLING AND SECONDED BY COMMISSIONER DOMINGUEZ TO DENY APPEAL; MOTION PASSED WITH A VOTE OF 4 TO 1.

AYES: WARE-ASBURY, DOMINGUEZ, PALMER, BOWLING
NAYES: WILLIAMS

G. Joshua Beach-Recreation Program Supervisor

Discussion by Appellant Joshua Beach, Chair Hernandez, Commissioners Williams, Ware-Asbury, Dominguez, Palmer, P & R Director Tracy Novak.

MOTION MADE BY COMMISSIONER WARE-ASBURY AND SECONDED BY COMMISSIONER WILLIAMS TO APPROVE APPEAL, AND IF SELECTED AND OFFERED THE POSITION, PLACEMENT CONDITIONED ON APPELLANT PROVIDING PROOF OF ASSOCIATE'S DEGREE WITHIN 30 DAYS OF OFFER OF POSITION; MOTION PASSED UNANIMOUSLY.

H. Alejandra Dominguez-Recreation Program Supervisor

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DOMINGUEZ TO DENY APPEAL; MOTION PASSED UNANIMOUSLY.

Commissioner Bowling departs meeting at 8:40 p.m.

I. Elisa Gallegos-Recreation Program Supervisor

Discussion made by Appellant Elisa Gallegos, Commissioners Ware-Asbury, Williams, Dominguez, P & R Director Tracy Novak, P & R HR Departmental Manager Ada Hatten, and HR Director/CSC Secretary Linda Ball Thomas.

1ST MOTION MADE BY COMMISSIONER WILLIAMS TO APPROVE APPEAL; MOTION FAILED FOR LACK OF SECOND.

2ND MOTION MADE BY COMMISSIONER WARE-ASBURY AND SECONDED BY COMMISSIONER DOMINGUEZ TO DENY APPEAL; MOTION PASSED WITH A VOTE OF 3 TO 1.

AYES: WARE-ASBURY, DOMINGUEZ, PALMER
NAYES: WILLIAMS

J. Ashley Macias-Recreation Program Supervisor

Discussion by Appellant Ashley Macias, and Commissioners Williams, Ware-Asbury.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DOMINGUEZ TO APPROVE APPEAL; MOTION PASSED WITH COMMISSIONER WARE-ASBURY ABSTAINING.

AYES: DOMINGUEZ, PALMER, WILLIAMS
ABSTAINING: WARE-ASBURY

K. Carlos A. Rodriguez-Recreation Program Supervisor

Discussion by Appellant Carlos Rodriguez, and Commissioner Williams

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DOMINGUEZ TO APPROVE APPEAL; MOTION PASSED WITH A VOTE OF 3 TO 1.

AYES: DOMINGUEZ, PALMER, WILLIAMS
NAYES: WARE-ASBURY

EXECUTIVE SESSION

The Civil Service Commission may retire into Executive Session pursuant to Civil Service Commission Rule 1, Section 11(a) and the Texas Government Code, Section 551, Subchapter D to discuss any of the following: (The items listed below are matters of the sort routinely discussed in Executive Session, but the Commission may move to Executive Session any of the items on this agenda, consistent with the terms of the Open Meetings Act.). The Commission will return to open session to take any final action.

Section 551.071 CONSULTATION WITH ATTORNEY
Section 551.074 PERSONNEL MATTERS

MOTION MADE BY COMMISSIONER WARE-ASBURY AND SECONDED BY COMMISSIONER DOMINGUEZ TO ADJOURN; MOTION PASSED UNANIMOUSLY.

MEETING ADJOURNED AT 9:40 P.M.

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Edward Hernandez, Chair

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Linda Ball Thomas, C.S.C. Secretary

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Date Approved