

ITEM 6

Jacque Meissner

From: Wilson, Joyce A.
Sent: Thursday, February 16, 2012 11:57 PM
To: Noe, Mike
Subject: Civil Service Commission

I would ask that you review tonight's meeting and discuss with me on Monday or Tuesday. I believe you will concur that Mr Batista cannot fulfill his responsibilities on the Commission. He refuses to hear any action against any employee or support any management effort.

It makes no sense to have to endure these meetings like this.

Sent from my iPad

Hernandez, Guadalupe

From: Marcia Turner
Sent: Wednesday, February 29, 2012 2:47 PM
To: District #1
Subject: Civil Service Commission

Dear Dr. Noe,

I have served on the Civil Service Commission for nearly 3 years. In those three years I have witnessed various improprieties by individual members of the commission, but nothing that rises to the level of your appointee, Jesus Bautista.

Mr. Bautista has, on a regular basis, disrupted our meetings with inappropriate comments and demands. These outbursts result in meetings filled with hostility and a total disrespect for the process:

As Commissioners our responsibility is to *objectively* judge disputes between the City and City Employees. It is clear to all present that Mr. Bautista is neither fair nor impartial.

From my observations the past several years, it appears that approximately 95% of City Employees are satisfied with their jobs and very happy to be working for the City of El Paso. Joyce Wilson and her staff have made extraordinary efforts to assure that everyone is treated fairly. If there is a rare oversight in this regard, Ms. Wilson immediately recognizes it and makes an appropriate adjustment. I have never before seen an organization which gives employees so many opportunities to appeal any perceived or real injustices.

The remaining 5% of the employees are those who are dissatisfied with their jobs, and are generally those who appear at our meetings. These employees take great joy in disrupting meetings with disrespectful comments about Joyce Wilson and Linda Thomas. They are encouraged by Mr. Bautista. They are not only disrespectful to City Staff, but through their behavior, are disrespectful to the process itself.

I urge you to review the 4 hour meeting from last Thursday. The second half of the meeting is the most revealing.....at one point Mr. Batista proudly stated that he would never believe anything the City Attorney or Linda Thomas said. This is on record.

~~One purpose of this meeting was to approve the changes made to the Civil Service Rules. This is a process which takes~~ portions of the current rules out of the "Rule" section, and places them in the "policy" portion. "Rules" are those items which are directed to us in the City Charter. The Rules are strictly from the Charter. The procedure to implement those rules are "policy". Until now, the bulk of the process and the Rules have been in one document. For the purpose of clarity, the process procedure should be in "policy". This should have been a simple process. No benefits/appeals, etc. were being taken from the employees. The process for accomplishing these benefits were merely being moved to "policy"...since that's where the process belongs. It's very possible that Mr. Bautista did not understand the purpose of these changes. In the tape you can see clearly that Mr. Bautista took great pleasure in voting "no" for every single change, and made it clear that he wanted his vote in the record. His "fans" in the audience were very pleased with him.

Although I cannot prove it, I believe Mr. Bautista has communicated with the employees, even though this is strictly prohibited.

Mr. Bautista has made it clear to us all that he is incapable of being objective in matters concerning the City and its employees.

In my opinion, Mr. Bautista's behavior during our meetings is a disgrace to the Commission, to the City, and to the many employees who are proud to be working for our City. There are certain "rules of decorum" which are expected in these meetings, and Mr. Bautista, either knowingly or unknowingly, has absolutely no regard for them.

Remaining totally objective in our decisions is paramount to this commission. Mr. Bautista has shown that he is incapable of the necessary objectivity. Please review the meeting. I'm in hopes that you will appoint someone else to represent you on the Commission.

Thank you for your service to our community!
Marcia Turner (District #1)

From: Lilly, Ann Morgan
Sent: Tuesday, March 06, 2012 2:10 PM
To: Wilson, Joyce A.
Subject: RE: His wife is on CSC

I think after this and when Noe's appointment is removed then she can be next.

From: Wilson, Joyce A.
Sent: Tuesday, March 06, 2012 2:09 PM
To: Lilly, Ann Morgan
Subject: RE: His wife is on CSC

Yes She is part of the problem It was never disclosed

From: Lilly, Ann Morgan
Sent: Tuesday, March 06, 2012 2:08 PM
To: Wilson, Joyce A.
Subject: RE: His wife is on CSC

Marcia is very unhappy with his wife and thinks Emma should ask to remove her.

From: Wilson, Joyce A.
Sent: Tuesday, March 06, 2012 2:06 PM
To: Lilly, Ann Morgan
Subject: His wife is on CSC

He is a big problem

Jacque Meissner

From: Wilson, Joyce A.
Sent: Friday, May 11, 2012 6:10 AM
To: Noe, Mike
Subject: CSC

Once again we had a trying meeting with Mr Bautista. Even new member got irritated. Hope you review last nights tape and move forward with appropriate changes.

From: Wilson, Joyce A.
Sent: Tuesday, May 29, 2012 3:31 PM
To: Niland, Cortney
Subject: RE: are you kidding me

Removal should come solely thru the appointing council member. If folks have a complaint they need to direct to the appointing person and that person decides - other than the charter provision where one can file charges against another CSC member. Employees should not be allowed to do this. It opens up the door for bad things to come.

From: Niland, Cortney
Sent: Tuesday, May 29, 2012 2:30 PM
To: Wilson, Joyce A.
Subject: RE: are you kidding me

I will be advocating for a review of the entire process.

From: Wilson, Joyce A.
Sent: Tuesday, May 29, 2012 2:27 PM
To: Niland, Cortney
Subject: RE: are you kidding me

He does this at every CSC meeting. This is constant.

From: Niland, Cortney
Sent: Tuesday, May 29, 2012 2:26 PM
To: Wilson, Joyce A.
Subject: are you kidding me

He has assembled this entire body because his ego has been bruised? Absurd!