ITEM 1

MINUTES

FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING, MAY 12, 2016, 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: Bowling IV, Robert – Chair
Brannon, Bob R.
De Los Santos, Dalia
Devine, Michael
Ross, Amy
Williams, Casey Antonio

Members Absent: None

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

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

CSC Secretary Linda Ball Thomas states that there are no changes to Agenda. CSC Secretary Linda Ball Thomas states that Mr. Muro would not be attending the meeting on Item 8B.

Commissioner Williams requests to move Items 5 and 6 to forefront of the Regular Agenda.

CONSENT AGENDA

1. Approval of Minutes:

   April 14, 2016 Civil Service Commission Meeting

2. Notation: Assignment of Hearing Officer to the Following Appeal

   Minerva Cutter – Public Health – Suspension – Robert Blumenfeld

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER BRANNON TO APPROVE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

3. Presentation regarding the roles of the Office of the City Attorney and the Members of the Civil Service Commission. (Sylvia Borunda Firth, City Attorney)

PRESENTATION ONLY

3 A Presentation regarding enhanced Employee benefits and process improvements.

PRESENTATION ONLY

3 B. Presentation by Human Resources Staff on City's Recruitment Process.

PRESENTATION ONLY

4. Discussion and Action on the Appointment of New Civil Service Commission Secretary. (Per Commissioner Williams)

Discussion by Commissioner Williams, Ross, Brannon, Devine, Chair Bowling, Signed up Speakers Jaime A. Arellano, Jr., Victor Garcia President ATU Local 1256, David Guzman AFSCME Local 59; CSC Recorder Mary Holguin, CSC Secretary/HR Director Linda Ball Thomas, and CSC Legal Advisor Elizabeth Ruhmann.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DEVINE TO ENTERTAIN NOMINATIONS TO APPOINT A NEW CSC SECRETARY AMONG THE COMMISSION; MOTION PASSED BY A VOTE OF 4 TO 1.

AYES: DEVINE, WILLIAMS, DE LOS SANTOS, ROSS
NAYES: BRANNON

NOMINATION OF COMMISSIONER AMY ROSS FOR CSC SECRETARY MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DE LOS SANTOS.

Commissioner Amy Ross accepts the nomination as CSC Secretary.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER DE LOS SANTOS TO APPOINT COMMISSIONER AMY ROSS AS CSC SECRETARY; MOTION PASSED UNANIMOUSLY.

5. Discussion and Action on Civil Service Commission's Referral Process and Jurisdiction over classified staff appeals, complaints, and grievances. (Per Commissioner Williams)

Discussion by Commissioners Williams, Devine, Ross, Chair Bowling, CSC Legal Advisor Elizabeth Ruhmann, and Human Resources Director Linda Ball Thomas.

MOTION MADE BY COMMISSIONER WILLIAMS TO RESCIND POLICY; MOTION FAILS FOR LACK OF SECOND.

Further discussion by Chair Bowling, Commissioners Brannon, Williams, Ross, Devine, HR Director Linda Ball Thomas, and CSC Legal Advisor Elizabeth Ruhmann.

MOTION MADE BY COMMISSIONER DEVINE AND SECONDED BY COMMISSIONER ROSS TO REPEAL "POLICY ON GRIEVANCES THAT HAVE BEEN DELAYED OR DENIED APPEAL TO THE CIVIL SERVICE COMMISSION" DATED MAY 10, 2012; MOTION PASSED BY A VOTE OF 3 TO 2.

AYES: DEVINE, WILLIAMS, ROSS
NAYES: BRANNON, DE LOS SANTOS

6. Discussion an Action to modify the procedure for Appeals, Complaints, and Grievances that have been denied or delayed by the Human Resources Director. (Per Commissioner Williams)

Discussion by Retired Mass Transit Sun Metro Bus Driver Jaime A. Arellano, Jr., Chair Bowling, Commissioner Williams, CSC Legal Advisor Elizabeth Ruhmann, ATU Local 1256 President Victor Garcia, and AFSCME Local 59 Vice President Joe Gaines.

NO ACTION TAKEN

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER ROSS TO MOVE ITEM 4 TO FOREFRONT SINCE ITEMS 5 AND 6 HAVE BEEN DISCUSSED; MOTION PASSED UNANIMOUSLY.

MOTION MADE BY COMMISSIONER ROSS AND SECONDED BY COMMISSIONER DEVINE TO MOVE TO EXECUTIVE SESSION FOR ITEM 7; MOTION PASSED UNANIMOUSLY.

Executive session convened at 8:26 p.m.

MOTION MADE BY COMMISSIONER WILLIAMS AND SECONDED BY COMMISSIONER BRANNON TO RECONVENE TO OPEN SESSION FOR ITEM 7; MOTION PASSED UNANIMOUSLY.

Reconvened to open session at 9:34 p.m.

7. Discussion and Action on Approval of Hearing Officer's Report and Recommendation:

Victor S. Garcia-Parks & Recreation Department-Suspension

Discussion by Appellant's Representative David Guzman AFSCME Local 59, CSC Legal Advisor Elizabeth Ruhmann, and Commissioner Williams.

MOTION MADE BY COMMISSIONER BRANNON AND SECONDED BY COMMISSIONER ROSS TO APPROVE HEARING OFFICER'S RECOMMENDATION; MOTION PASSED BY A VOTE OF 4 TO 1.

AYES: BRANNON, DEVINE, DE LOS SANTOS, ROSS
NAYES: WILLIAMS

8. 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. Erick Saucedo – Airport Assistant Operations Officer (TABLED FROM 4/14/16 MEETING)

Discussion by Appellant Erick Saucedo, Chair Bowling, Commissioners Williams, Brannon, De Los Santos, Devine, HR Departmental Manager Cecy Mungaray, and Assistant Director of Operations Terry Sharpe.

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

AYES: BRANNON, DEVINE, WILLIAMS
NAYES: DE LOS SANTOS, ROSS

B. Rafael Muro – Truck Driver

Discussion by Chair Bowling.

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

C. Gloria Rios – Administrative Analyst

Discussion by HR Director Linda Ball Thomas, HR Manager Nuria Valdez, Commissioners De Los Santos, Williams, Brannon, Devine and Chair Bowling.

MOTION MADE BY COMMISSIONER ROSS AND SECONDED BY COMMISSIONER BRANNON TO APPROVE APPEAL; MOTION PASSED UNANIMOUSLY.

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

MEETING ADJOURNED AT 10:25 P.M.

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Robert Bowling IV, Chair

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Amy Ross, CSC Secretary

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Date Approved