CITY OF EL PASO, TEXAS
DEPARTMENT HEAD'S SUMMARY REQUEST FOR COUNCIL ACTION (RCA)

DEPARTMENT: **Engineering**

AGENDA DATE: **12/06/05**

CONTACT PERSON/PHONE: **Engineering, Rick Conner, (915) 541-4200**

DISTRICT(S) AFFECTED: N/A

SUBJECT:

APPROVE: Reinstatement Request

BACKGROUND / DISCUSSION:

Employee resigned in good standing and meets all the requirements for reinstatement as per CSC Rules and Regulations.

PRIOR COUNCIL ACTION:
Has the Council previously considered this item or a closely related one? If so, when?

No

AMOUNT AND SOURCE OF FUNDING:

N/A

BOARD / COMMISSION ACTION:
Enter appropriate comments or N/A

As Per Civil Service Commission approval on 11/10/05.

**********REQUIRED AUTHORIZATION**********

LEGAL: (if required) _____ **FINANCE:** (if required) _____

OTHER: _____
(Example: if RCA is initiated by Purchasing, client department should sign also)
Information copy to appropriate Deputy City Manager

APPROVED FOR AGENDA:

CITY MANAGER: _____ **DATE:** _____

6D

REINSTATEMENT BACKGROUND INFORMATION
11/10/05

TO: CIVIL SERVICE COMMISSION

RE: REQUEST FOR REINSTATEMENT
ZUBIA, ANGEL – TRAFFIC COUNTER

CIVIL SERVICE COMMISSION PROVISION REGARDING REINSTATEMENT:

ARTICLE VI. Section 6.10-10. REINSTATEMENT FOLLOWING RESIGNATION. Any person who has held a classified position and has resigned from the service in good standing and without fault or delinquency will, upon Council approval of a request, be placed on the proper reinstatement list below those on the list because of layoff or job abolishment. Such requests must be made within one year from the date of resignation, except as provided in the Rules. Not more than one reinstatement after resignation may be granted any employee.

Rule 13, Section 7. REINSTATEMENT FOLLOWING RESIGNATION.

c. Upon a determination that a former employee has resigned in good standing, the Council, after receiving a recommendation from the Commission, shall approve the request for the former employee to be placed on a reinstatement list, conditional on the person's passing a medical examination and background investigation, if required by the Commission or Council. Said medical examination must be performed by a physician acceptable to the Council in accordance with the physical specifications established for the position.

d. Those former uniformed employees requesting reinstatement to the Fire, Police, and EMS Departments must take and pass the medical examination and a physical agility test prior to the reinstatement to actual duty. One additional attempt at the physical agility test will be permitted after a period of six months has elapsed for persons failing the agility test on the first attempt. Persons requesting reinstatement to the Police Department will also be required and allowed one opportunity to take a psychological examination prior to reinstatement to actual duty. Persons requesting reinstatement to E.M.S. will also be required and allowed one opportunity to take a medical knowledge and skills test prior to reinstatement to actual duty. (Passed 8/21/84 and amended 8/11/87 & 03/17/92)

Date Reinstatement Request Received: 10/27/05

Date Resignation Effective: 11/01/04

Has individual ever been reinstated after resignation: No

Attachments: Department's Comments
Reinstatement Request

COMMISSIONERS:

Boureslan, Ali
Ellis, William J.
Gezelius, Ken
Graham, Elijah
Martinez, Ramy
Peña, Andrew M.
Ruck, Lance E.
Schwartz, Elma
Scott, Valerie

CIVIL SERVICE COMMISSION

#2 Civic Center Plaza – 3rd Fl.
El Paso, TX 79901-1196

Telephone 541-4216
Fax 541-4220

MEMORANDUM

TO: Patrick Conner, Director
Engineering Dept.

FROM: Linda Ball Thomas, Secretary
Civil Service Commission

SUBJECT: Reinstatement Request
Angel Zubia - Traffic Counter

DATE: October 27, 2005

May we have your comments regarding the attached request for reinstatement?

In order to place this request on the agenda for the Civil Service Commission meeting of 11/10/05, we need your comments by 11/03/05.

Please call me at 541-4082 if you have any questions. Thank you.

LBT/rb
Attachments

Buenning, Rosy M.

From: Loweree, Elvia
Sent: Thursday, November 03, 2005 1:40 PM
To: Buenning, Rosy M.
Cc: Conner, Rick
Subject: FW: Reinstatement - Angel Zubia

Importance: High
Sensitivity: Confidential

Below is the recommendation that the Traffic Division sent on the reinstatement of Angel Zubia for Traffic Counter. I am sending on behalf of Rick Conner, Director of Engineering. Let me know if anything else is needed. Thanks.

JOHN COOK
MAYOR

JOYCE WILSON
CITY MANAGER

CITY COUNCIL
ANN MORGAN LILLY, DISTRICT 1
SUSANNAH M. BYRD, DISTRICT 2
J. ALEXANDRO LOZANO, DISTRICT 3
MELINA CASTRO, DISTRICT 4
PRESI ORTEGA, JR., DISTRICT 5
EDDIE HOLGUIN JR., DISTRICT 6
STEVE ORTEGA, DISTRICT 7
BETO O'ROURKE, DISTRICT 8

ENGINEERING DEPARTMENT

November 3, 2005

TO: **Ted Marquez, Traffic Engineering Division Manager**

FROM: **Keith Bennett, Traffic Controls Planning Supervisor**

SUBJECT: **Reinstatement ICO Angel Zubia**

As Mr. Zubia's immediate supervisor while assigned to Engineering Dept., Traffic division, I most strongly support his reinstatement to the Traffic Counter position.

Mr. Zubia filled the position of Traffic Counter from June 2002 – May 2004. He quickly adapted to the unique challenges and requirements presented to him and always achieved desired results. Mr. Zubia demonstrated excellent analytical and recognition skills and alerted his supervisor to conditions that may have required additional traffic-engineering studies.

Mr. Zubia was always alert to the hazards a Traffic Counter encountered while working on or along busy city streets and state highways and always followed all safety procedures. His demeanor and rapport with his co-workers and citizens of El Paso was always outstanding.

By reinstating Mr. Zubia, the City will benefit due to the fact that he can assume the duties and responsibilities of a Traffic Counter immediately, without any additional training.