

**MINUTES FOR A SPECIAL MEETING OF THE CIVIL SERVICE COMMISSION  
HELD AT 5:30 P.M., MONDAY, FEBRUARY 20, 2006  
CITY COUNCIL CHAMBERS, #2 CIVIC CENTER PLAZA – 2<sup>ND</sup> FLOOR  
CITY HALL, EL PASO, TEXAS 79901**

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MEMBERS PRESENT:           Boureslan, Ali  
                                  Ellis, William - Chair  
                                  Gezelius, Ken  
                                  Peña, Andrew  
                                  Ruck, Lance  
                                  Scott, Valerie

MEMBERS ABSENT:           Graham, Elijah  
                                  Martinez, Ramy  
                                  Schwartz, Elma

The meeting convened at 5:30 p.m. with six Commissioners present and Chair Ellis presiding.

AGENDA

Discussion and Action regarding new classifications and compensation for all positions within the Executive Compensation Plan and the Professional/ Managerial Compensation Plan pursuant to the Classification and Compensation Study completed by the Human Resources Department.

Joyce Wilson, City Manager, stated that this reclassification was long overdue. This study was originally done in 2001-2002 but it was revamped and updated to the 2005 timeframe with input from every department and every employee. She said she also had a couple of roundtable meetings with employees and appeals were also accepted. She said the purpose of this study was for this City to be in line with the market, to take care of the internal inequities and in some cases some positions were filled with contracts. The need to modernize was to be able to recruit and retain good employees, and also to create a better series of jobs.

Linda Thomas, Interim HR Director, gave a Powerpoint presentation and explained the concept of broadbanding and making the job specifications more generalistic. She explained that the job specifications were modified, reformatted and the duties and minimum qualifications were also changed. She told the Commission that there were still nine unresolved appeals still pending. The purpose of this reclassification was to make the system more efficient and effective. Currently there are 326 job classes in the PM/EX series as opposed to the 267 proposed job classes.

Commissioner Ruck asked about the 4% increase and asked if it was across the board.

Ms. Thomas said it was an increase to the midpoint.

Chair Ellis said it looked like the language on the job specs were refined and that the codes were different.

Commissioner Boureslan inquired about the Engineering Section Chief position.

Ms. Wilson said that this position was removed completely from the list of classified jobs.

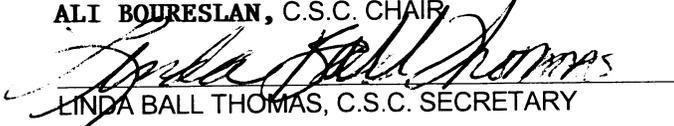
The committee reviewed the backup documentation presented to them.

*Discussion will continue on Thursday, February 23, 2006 at the Regular Meeting of the Civil Service Commission.*

THERE BEING NO FURTHER BUSINESS BEFORE THE COMMISSION, A MOTION TO ADJOURN WAS MADE BY COMMISSIONER GEZELIUS, SECONDED BY COMMISSIONER PEÑA AND UNANIMOUSLY PASSED.

THE MEETING ADJOURNED AT 6:38 P.M.

  
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**ALI BOURESLAN, C.S.C. CHAIR**

  
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**LINDA BALL THOMAS, C.S.C. SECRETARY**

04-13-06  
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DATE APPROVED