

**MINUTES**  
**AGENDA FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION**  
**TO BE HELD AT 6:00 P.M., THURSDAY EVENING, JUNE 14, 2007**  
**CITY COUNCIL CHAMBERS, #2 CIVIC CENTER PLAZA – 2ND 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: Moshier, Fran – Acting Chair  
Boureslan, Ali  
Brannon, Edith  
Gezelius, Ken  
Graham, Elijah  
Reynolds, Thurman

MEMBERS ABSENT: Ruck, Lance – Chair  
Scott, Valarie

The meeting convened at 6 p.m. with five commissioners present and Acting Chair Fran Moshier Presiding. Chair Moshier asked if there were any changes to the agenda. Commissioner Gezelius had a correction to the Minutes on Item 10. Bill Arballo, AFSCME representative requested that Item 7.5 be placed at the end of the agenda, following Item 13.

**MOTION TO APPROVE THE CONSENT AGENDA MADE BY COMMISSIONER GEZELIUS AND SECOND BY COMMISSIONER REYNOLDS, AND UNANIMOUSLY PASSED.**

**CONSENT AGENDA**

1. Discussion and Action on Approval of Minutes:

May 24, 2007

**MOTION TO APPROVE THE MINUTES AS AMENDED MADE BY COMMISSIONER BOURESELAN AND SECOND BY COMMISSIONER GRAHAM, AND UNANIMOUSLY PASSED.**

2. Notice of Promulgation of Eligible Lists:

- A. Accountant = Promulgated 5/15/07 (P-5) (O-6)
- B. Airport Labor Supervisor = Promulgated 5/25/07 (CR-1) (P-6)
- C. Associate Accountant = Promulgated 5/25/07 (O-6)
- D. Customer Relations Clerk = Promulgated 5/22/07 (P-2) (O-28)
- E. Customer Relations Representative = Promulgated 5/17/07 (P-30) (CR-6)
- F. Electronics Technician = Promulgated 5/24/07 (P-1) (O-10)
- G. Fleet Service Assistant = Promulgated 5/29/07 (P-2) (CR-1) (O-16)
- H. Fleet Maintenance Technician = Promulgated 5/25/07 (O-6)
- I. Mechanical Engineering Associate = Promulgated 5/22/07 (O-5)
- J. Research Assistant = Promulgated 5/22/07 (P-1) (O-5)
- K. Senior Human Resources Analyst = Promulgated 5/15/07 (P-3)

- L. Sports Manager = Promulgated 5/18/07 (P-1) (O-9)
- M. Certified Police Officer = Promulgated 5/9/07 (O-1)
- N. Police Officer = Promulgated 5/9/07 (O-1)
- O. Utility Meter Repair Supervisor = Promulgated 5/17/07 (P-4)
- P. Welder = Promulgated 5/25/07 (P-4)

3. Discussion and Action on request to have named placed on Transfer List:

- A. Ernesto Rincon – General Service Worker - Zoo
- B. (Did Not Use)
- C. Graciela Tarango – Customer Relations Rep. – Development Services
- D. Romero, Daisy – Secretary – Community & Human Development

4. Discussion and Action on Request for Temporary Promotion:

Michelle Carrasco – Municipal Clerk  
 From: Senior Office Assistant  
 To: Deputy Court Clerk

4.5 Discussion and Action of Approval of Hearing Officer’s Invoice:

Patricia Palafox – May Invoice - \$4,792.50

**REGULAR AGENDA**

5. 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 8, Section 1.d.1:

- A. Melissa Granado – Senior Planner

Ms. Granado’s communication was submitted and read to the Commissioners for consideration.

(Discussion)

**MOTION TO DENY MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER GEZELIUS, AND PASSED WITH ONE ABSTENTION BY COMMISSIONER BOURESLAN**

- B. Ross Chesak – Engineering Lead Technician

Mr. Chesak spoke regarding his appeal.

(Discussion)

**MOTION TO DENY MADE BY COMMISSIONER GEZELIUS AND SECOND BY COMMISSIONER BRANNON, AND PASSED 3 TO 2 WITH ONE ABSTENTION.**

**Ayes: Brannon, Gezelius, Mosher**

**Nays: Graham, Reynolds**

**Abstain: Bourselan**

6. 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 9, Section 1.c:

A. Gilbert Alvara – Certified Firefighter Trainee

Mr. Alvara spoke to the Commission regarding his appeal.  
(Discussion)

**MOTION TO APPROVE MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER REYNOLDS, AND PASSED WITH ONE OPPOSITION BY COMMISSIONER BOURESLAN.**

B. Manuel Alvarez – Certified Firefighter Trainee

Mr. Alvarez spoke to the Commission regarding his appeal.  
(Discussion)

**MOTION TO APPROVE MADE BY COMMISSIONER GRAHAM AND SECOND BY COMMISSIONER GEZELIUS, AND PASSED WITH ONE OPPOSITION BY COMMISSIONER BOURESLAN.**

7. Discussion and Action on Proposed Changes to Civil Service Rules

**Chair Mosher** commented on memo from Joyce Wilson and asked for any comments from the Commission. **Commissioner Brannon** suggested that the entire Commission be involved with this special meeting. **Commissioner Graham** agreed. **Commissioner Gezelius** suggested that the rules be spit up into separate committees to avoid marathon session. Joyce Wilson suggested that the process should be able to be accomplished in a reasonable amount of time. She further commented that she has been meeting on several occasions with the Municipal Employees Association, the Firefighters Union, the Police and EPWU. She stated that the process has been very thorough on the City's part with the employees, and they are all generally comfortable with the changes. Joyce Wilson commented that dividing the rules up may not be useful. **Commissioner Boureslan** expressed concern that the employees get involved and place the meeting at a convenient time for employees. We should have as many employees as possible have an input in to this process. Mr. Arballo, AFSCME representative commented that he agreed that the process should be open to all employees. He further commented that City Manager, Joyce Wilson has excluded employee groups in the past. There should be no exclusivity. I have personally never been notified by the City Manager, as the AFSCME representative, which has been representing city employees since 1936. We are never notified or allowed to participate. **Commissioner Boureslan** suggested that in the past everybody has always been welcomed to participate. **Commissioner Mosher** added that the Commission has no authority over the City Manager. Our role is to enforce the Civil Service Rules and to hear appeals. City Manager, Joyce Wilson spoke of the employee workgroup she created a long time ago. Mr. Arballo is not a city employee. Everyone on the workgroup is a city employee. Ms. Thomas keeps this group list and it is updated periodically. David Ochoa of the City Employees Association requested that the Commission allow a couple of his board members to sit with the Commissioners on the Committee.

**MOTION TO SET A SPECIAL MEETING TO REVIEW THE CHANGES TO THE CIVIL SERVICE RULES AND TO FURTHER ADVISE THE COMMISSION SECRETARY TO INFORM ALL CITY EMPLOYEES OF THE MEETING MADE BY COMMISSIONER GRAHAM AND SECOND BY COMMISSIONER BRANNON, AND UNANIMOUSLY PASSED.**

Commissioner Mosher suggested that the Commission and others involved relay their schedules to CSC Recorder, Ms. Brown, so that a special meeting date may be determined. Commissioner Boureslan added that as long as we can get a quorum, we should proceed with the meeting.

7.5 Discussion and Action on Renewal of Hearing Officer Contract for William Ellis through June 13, 2008

*(Item moved to the end of the agenda after Item 13)*

Mr. Arballo again spoke regarding this issue making the point that he was not recommending non-renewal of Mr. Ellis' contract... but to advise the Commission of the manner which Mr. Ellis is interpreting the Rules.

(Discussion)

**MOTION TO RENEW THE CONTRACT OF HEARING OFFICER, WILLIAM ELLIS, MADE BY COMMISSIONER GRAHAM AND SECOND BY COMMISSIONER BOURESLAN, AND UNANIMOUSLY PASSED.**

**MOTION TO MOVE TO EXECUTIVE SESSION MADE BY COMMISSIONER GEZESLIUS AND SECOND BY COMMISSIONER BOURESLAN, AND PASSED WITH ONE OPPOSITION BY COMMISSIONER BRANNON.**

**EXECUTIVE SESSION CONVENED AT 6:36 P.M.**

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

**RECONVENED TO OPEN SESSION AT 7:24 P.M.**

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 25, Section 2.f:

Jesus Gomez – Certified Firefighter Trainee

**MOTION TO APPROVE APPEAL MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER REYNOLDS, AND UNANIMOUSLY PASSED.**

9. 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 11.3.g:

Luis A. Sandoval – Plumbing Inspector

**MOTION TO APPROVE APPEAL MADE BY COMMISSIONER REYNOLDS AND SECOND BY COMMISSIONER GRAHAM, AND UNANIMOUSLY PASSED.**

- 10. 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 8, Section 1.d.3c:

A. Ernest Garcia – Coach Operator Trainee

**MOTION TO DENY APPEAL MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER GEZELIUS, AND UNANIMOUSLY PASSED.**

B. Sixto Pena – Maintenance Mechanic

**MOTION TO APPROVE APPEAL MADE BY COMMISSIONER GRAHAM AND SECOND BY COMMISSIONER GEZELIUS, AND UNANIMOUSLY PASSED.**

C. Alfred Johnston – Certified Firefighter Trainee

**MOTION TO DENY APPEAL MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER GEZELIUS, AND UNANIMOUSLY PASSED.**

- 11. 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 12, Section 11:

Carlo Montes – Fleet Maintenance Technician

**MOTION TO APPROVE APPEAL MADE BY COMMISSIONER GEZELIUS AND SECOND BY COMMISSIONER BRANNON, AND UNANIMOUSLY PASSED.**

- 12. 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 8.1.d.2:

Jorge Martinez – General Services Worker

**MOTION TO APPROVE APPEAL MADE BY COMMISSIONER BRANNON AND SECOND BY COMMISSIONER REYNOLDS, AND PASSED WITH 3 TO 2 VOTE.**

**Ayes: Brannon, Graham, Reynolds**

**Nays: Gezelius, Boureslan**

- 13. Discussion and Action on Report and Recommendation from Hearing Officer:

Arturo Padilla – 07ST08WE - Street Department

Mr. Arballo spoke stating that he disagreed with the hearing officer's conclusions and recommendation to sustain the 4-day suspension.

(Discussion)

Commissioner Gezelius inquired from Daryl Cole, Director of Streets Department, if he indeed refused to appear at the hearing. Mr. Cole states that he was out of town. He also commented that he felt the punishment was appropriate. Assistant City Attorney, Michele Daly also spoke stating the entire disciplinary history was taken into account.

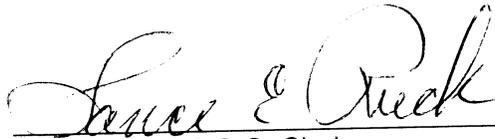
(Discussion)

**MOTION TO ACCEPT REPORT AND RECOMMENDATION FROM HEARING OFFICER MADE BY COMMISSIONER GEZELIUS AND SECOND BY COMMISSIONER BRANNON, AND PASSED WITH ONE ABSENTION BY COMMISSIONER BOURESLAN.**

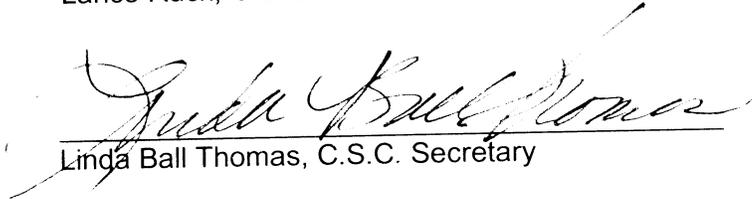
*(Moved to Item 7.5 as previously requested)*

**MOTION TO ADJOURN MADE BY COMMISSIONER GEZELIUS AND SECOND BY COMMISSIONER REYNOLDS, AND UNANIMOUSLY PASSED.**

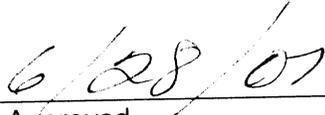
**MEETING ADJOURNED AT 7:46 P.M.**



Lance Ruck, C.S.C. Chair



Linda Ball Thomas, C.S.C. Secretary



Date Approved