

## MINUTES

### FOR A SPECIAL MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING, AUGUST 6, 2009, 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 PRESEN: Pleters, Michael – Chair  
Boureslan, Ali  
Chacon, Fernando  
Karlsruher, Eileen  
Sustaita, Jessie  
Turner, Marcia

MEMBERS ABSENT: Medina, Larry  
Viescas, Cora

The Special Meeting convened at 6:00 p.m. with five Commissioners present and Chair Pleters presiding. Chair Pleters asked CSC Secretary Linda Thomas if there were any changes to Agenda. Ms. Thomas stated there were no changes.

### REGULAR AGENDA

1. Discussion and Action to Reconsider Changes to Ordinance 8065 Rules and Regulations per Commissioner Chacon.
2. Discussion and Action to Reconsider Changes to Ordinance 8064 Classification and Compensation per Commissioner Chacon.

Discussion by City Manager Joyce Wilson, Commissioners Chacon, Boureslan, Assistant City Attorney John Batoon, Chair Pleters, and HR Director Linda Thomas.

**MOTION TO RECONSIDER CHANGES MADE BY COMMISSIONER CHACON AND SECONDED BY COMMISSIONER BOURESLAN AND PASSED BY A VOTE OF 3 TO 2.**

AYES: SUSTAITA, CHACON, BOURESLAN  
NAYES: TURNER, KARLSRUHER

Discussion by City Manager Joyce Wilson, Assistant City Attorney John Batoon, Assistant City Attorney Elaine Hengen, Commissioners Chacon, Boureslan, Chair Pleters, and CSC Secretary Linda Thomas.

#### **Rule 1 Sec. 13: Restriction on Representation of Employees by Former Commissioners:**

Discussion by CSC Secretary Linda Thomas, Commissioner Chacon, Joyce Wilson, Assistant City Attorney John Batoon.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 3: Required Licenses or Certificates:**

Discussion CSC Secretary Linda Thomas, Commissioner Chacon, and City Manager Joyce Wilson.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 4 Sec. 4: Reassignment into a Different Job Classification:**

Discussion by City Manager Joyce Wilson, Commissioners Boureslan, Chacon, HR Director Linda Thomas, Assistant City Attorney John Batoon, Joe Acosta Sun Metro, Chair Pleters and HR Director Linda Thomas.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 5 Sec. 2: Compensation Changes:**

Discussion by HR Director Linda Thomas, City Manager Joyce Wilson, Assistant City Attorney John Batoon and Chair Pleters.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 11 Sec. 5: Temporary Appointments:**

Discussion by Commissioner Boureslan, HR Director Linda Thomas, Assistant City Attorney John Batoon, Parks Department David Ochoa, City Manager Joyce Wilson, and Commissioners Boureslan, Chacon.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 14 Appeal of Efficiency Ratings:**

Discussion by HR Director Linda Thomas, Assistant City Attorney John Batoon, City Manager Joyce Wilson, Commissioners Chacon, Boureslan, and Chair Pleters. Further discussion by Parks Department David Ochoa, Assistant City Attorney John Batoon, City of El Paso Employee Luis Sandoval, Chair Pleters, City Manager Joyce Wilson, Commissioner Boureslan, and Sun Metro Joe Acosta.

**MOTION TO AMEND RULE 14 DEADLINE FOR EMPLOYEE TO APPEAL TO COMMISSION FROM 10 WORKING DAYS TO 20 CALENDAR DAYS MADE BY COMMISSIONER CHACON AND SECONDED BY COMMISSIONER SUSTAITA AND PASSED BY A VOTE OF 4 TO 1.**

AYES: TURNER, SUSTAITA, CHACON, BOURESLAN

NAYES: KARLSRUHER

**Rule 15 Sec. 1: 1 (1)-(6) & (11) Suspension, Reduction, Discharge:**

Discussion by HR Director Linda Thomas, City Manager Joyce Wilson, Assistant City Attorney John Batoon, Commissioner Chacon, and Chair Pleters.

**MOTION TO DELETE MADE BY COMMISSIONER KARLSRUHER AND SECONDED BY COMMISSIONER TURNER AND PASSED BY A VOTE OF 4 TO 1.**

AYES: TURNER, SUSTAITA, BOURESLAN, KARLSRUHER

NAYES: CHACON

**Rule 15 Sec. 2: Disciplinary Notice:**

Discussion by HR Director Linda Thomas.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 15 Sec. 3 e: Notice of Proposed Disciplinary Action, Procedure, & Limitation of Action:**

Discussion by HR Director Linda Thomas, Chair Pleters, Assistant City Attorney John Batoon, Commissioner Chacon, City Manager Joyce Wilson.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 15 Sec. 8 Written Reprimands:**

Discussion by Commissioners Boureslan, City Manager Joyce Wilson, Chair Pleters, Assistant City Attorney John Batoon, CSC Secretary Linda Thomas, and Commissioner Chacon.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 22: Documentation to Employee File:**

Discussion by HR Director Linda Thomas, City Manager Joyce Wilson, and Chair Pleters.

**MOTION TO AMEND RULE 22 TO ALLOW 120 DAYS FOLLOWING THE ISSUANCE OF SUCH DOCUMENTATION THAT WILL BE PLACE IN EMPLOYEE'S FILE MADE BY COMMISSIONER BOURESLAN AND SECONDED BY COMMISSIONER CHACON AND PASSED UNANIMOUSLY.**

**Rule 30 Sec. 5: Working Out of Class:**

Discussion by City Manager Joyce Wilson, Parks David Ochoa, HR Director Linda Thomas, Chair Pleters, Commissioner Chacon, Assistant City Attorney John Batoon, and Commissioner Boureslan.

**WITHDRAWN BY COMMISSIONER CHACON**

**Rule 15 Sec. 1: Suspension, Reduction, Discharge:**

Discussion by HR Director Linda Thomas, Chair Pleters, Assistant City Attorney John Batoon, City Manager Joyce Wilson, Sun Metro Joe Acosta

**WITHDRAWN BY COMMISSIONER CHACON**

**ORDINANCE 8064 SEC. 4 – 4.3: SICK LEAVE WITH PAY**

**ORDINANCE 8064 SEC 2.2: CLASSIFICATION & COMPENSATION:**

**ORDINANCE 8064 WITHDRAWN BY COMMISSIONER CHACON**

**MOTION TO APPROVE RULES 1-30 AS AMENDED OR WITHDRAWN MADE BY COMMISSIONER BOURESLAN AND SECONDED BY COMMISSIONER SUSTAITA AND PASSED BY A VOTE OF 4 TO 1.**

AYES: TURNER, SUSTAITA, BOURESLAN, KARLSRUHER

NAYES: CHACON

**MOTION TO ADJOURN MADE BY COMMISSIONER SUSTAITA AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.**

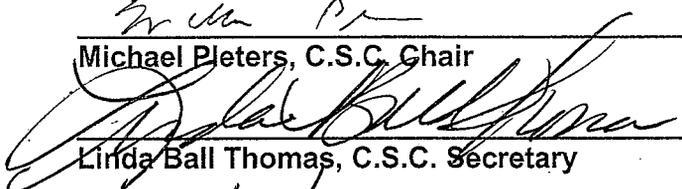
The Civil Service Commission may retire into Executive Session pursuant to Civil Service Commission Rule 1, Section 11(a) and the Texas Government Code, Section 551, Subchapter D to discuss any of the following: (The items listed below are matters of the sort routinely discussed in Executive Session, 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 7:25 P.M.

  
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Michael Pleeters, C.S.C. Chair

  
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Linda Ball Thomas, C.S.C. Secretary

10/8/09  
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Date Approved