

MINUTES

FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING, SEPTEMBER 9, 2010, 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: Boureslan, Ali –Chair
Chacon, Fernando
Gezelius, Kenneth
Karlsruher, Eileen
Ramirez, Terry
Viescas, Cora

MEMBERS ABSENT: Pleters, Michael
Turner, Marcia

The meeting convened at 6:01 p.m. with five Commissioners present and Chair Boureslan presiding. Chair Boureslan asked CSC Secretary Linda Thomas if there were any changes to Agenda. Ms. Thomas stated there was one change on Item 6B should read Jose M. Cintron instead of Jose A. Cintron.

**MOTION TO APPROVE CHANGE ON ITEM 6B MADE BY COMMISSIONER GEZELIUS AND
SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.**

CONSENT AGENDA

1. Discussion and Action on Approval of Minutes:

August 12, 2010

2. Notation Assignment of Hearing Officers to the following Appeals:

- A. Debbie Contreras – Sun Metro – Suspension – Patricia Palafox
- B. Joaquin Villalva – Fire Department – Termination – William Ellis
- C. Sergio Flores – El Paso Water Utilities – Suspension – Patricia Palafox

**MOTION TO APPROVE CONSENT AGENDA MADE BY COMMISSIONER VIESCAS AND
SECONDED BY COMMISSIONER GEZELIUS AND UNANIMOUSLY PASSED**

REGULAR AGENDA

3. Discussion and Action on Proposed Changes to Ordinance 8064 Classification and Compensation:

SECTION 3- APPLICABLE SALARY RATE UNDER FOLLOWING CONDITIONS:

3.4 Applicable Salary Rate Under Following Conditions

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 3, SECTION 3- 3.4 MADE BY COMMISSIONER GEZELIUS AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.

SECTION 4- FRINGE BENEFITS:

4.4 Accident with Pay Leave

Discussion by HR Director Linda Thomas, Assistant City Attorney John Batoon, Chair Boureslan, and Commissioner Ramirez.

MOTION TO APPROVE ITEM 3, SECTION 4- 4.4 MADE BY COMMISSIONER KARLSRUHER AND SECONDED BY COMMISSIONER RAMIREZ AND PASSED BY A VOTE OF 4 TO 1.

AYES: RAMIREZ, GEZELIUS, KARLSRUHER, VIASCAS
NAYES: CHACON

4. Discussion and Action on Proposed Changes to Ordinance 8065 Rules and Regulations:
RULE 2 – DEFINITIONS- #11 "Probationary Period"

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4-RULE 2 #11 MADE BY COMMISSIONER GEZELIUS AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.

RULE 5 – COMPENSATION

Section 4. Executive Compensation Plan-c.

Section 5. Professional/Managerial Compensation-c.

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4-RULE 5, SECTION 4C AND SECTION 5C MADE BY COMMISSIONER RAMIREZ AND SECONDED BY COMMISSIONER GEZELIUS AND PASSED BY A VOTE OF 4 TO 1.

AYES: RAMIREZ, GEZLIUS, KARLSRUHER, VIASCAS
NAYES: CHACON

RULE 8 – APPLICATIONS

Section 1.d.2

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4 RULE 8, SECTION 1.D.2 MADE BY COMMISSIONER RAMIREZ AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.

RULE 13 – LEAVE OF ABSENCE, RESIGNATION, SICK LEAVE AND VACATIONS

Section 3 Vacation Leave c.

Discussion by HR Director Linda Thomas, Chair Boureslan, and Commissioner Ramirez.

MOTION TO APPROVE ITEM 4-RULE 13, SECTION 3C MADE BY COMMISSIONER RAMIREZ AND SECONDED BY COMMISSIONER GEZELIUS AND UNANIMOUSLY PASSED.

Section 8 Reinstatement Following Resignation-b.and c.

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4 RULE 13, SECTION 8B MADE BY COMMISSIONER RAMIREZ AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4 RULE 13, SECTION 8C MADE BY COMMISSIONER VIESCAS AND SECONDED BY COMMISSIONER RAMIREZ AND UNANIMOUSLY PASSED.

RULE 15 – SUSPENSION, REDUCTION, DISCHARGE

Section 8 Formal Counseling

Discussion by HR Director Linda Thomas, Assistant City Attorney John Batoon, Commissioner Chacon, Chair Boureslan, and Sun Metro Retiree Jaime Arellano, Jr.

MOTION TO APPROVE ITEM 4 RULE 15, SECTION 8 SUBJECT TO THE ADDITION OF LANGUAGE THAT PROVIDES CLEARLY THAT SUCH FORMAL COUNSELING WHICH QUALIFIES CANNOT BE USED AGAINST AN EMPLOYEE IN ANY MANNER MADE BY COMMISSIONER GEZELIUS AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.

RULE 29 – OUTSIDE EMPLOYMENT

Section 1 Statement of Policy

Discussion by HR Director Linda Thomas.

MOTION TO APPROVE ITEM 4 RULE 29 SECTION 1 MADE BY COMMISSIONER RAMIREZ AND SECONDED BY COMMISSIONER GEZELIUS AND UNANIMOUSLY PASSED.

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

Alberto A. Flores – Termination – El Paso Water Utilities

MOTION TO APPROVE HEARING OFFICER'S RECOMMENDATION THAT THE TERMINATION BE SUSTAINED MADE BY COMMISSIONER CHACON AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.

MOTION TO MOVE TO EXECUTIVE SESSION MADE BY COMMISSIONER GEZELIUS AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.

Executive session convened at 6:27 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

MOTION TO RECONVENE TO OPEN SESSION MADE BY COMMISSIONER CHACON AND SECONDED BY COMMISSIONER GEZELIUS AND UNANIMOUSLY PASSED.

Reconvened to open session at 6:53 p.m.

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 8.1.d.2:

A. Carrillo, Jose A. – Utility Field Customer Service Worker

MOTION TO APPROVE MADE BY COMMISSIONER KARLSRUHER AND SECONDED BY COMMISSIONER VIESCAS AND PASSED BY A VOTE OF 4 TO 1.

AYES: RAMIREZ, CHACON, KARLSRUHER, VIESCAS

NAYES: GEZELIUS

B. Cintron, Jose MA. – Truck Driver

MOTION TO APPROVE MADE BY COMMISSIONER KARLSRUHER AND SECONDED BY COMMISSIONER GEZELIUS AND PASSED BY A VOTE OF 3 TO 1 WITH ONE ABSTENTION.

AYES: GEZELIUS, KARLSRUHER, VIESCAS

NAYES: RAMIREZ

ABSTAIN: CHACON

- C. Parker II, Robert N. – Customer Relations Representative
Electronic Technician
Engineering Aide
Utility Field Customer Service Worker

MOTION TO APPROVE MADE BY COMMISSIONER VIASCAS AND SECONDED BY COMMISSIONER GEZELIUS AND UNANIMOUSLY PASSED.

- 7. Discussion and Action on Appeal of Disqualification to take Examination and/or Removal of Name from Eligible List in accordance with CSC Rule 8.1.d.3:

- A. Marquez, Juan J. – Engineering Aide
Engineering Senior Technician
Engineering Technician
Equipment Operator
Truck Driver
Utility Field Customer Service Worker

MOTION TO APPROVE MADE BY COMMISSIONER VIASCAS AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.

MOTION TO ADJOURN MADE BY COMMISSIONER VIASCAS AND SECONDED BY COMMISSIONER RAMIREZ AND UNANIMOUSLY PASSED.

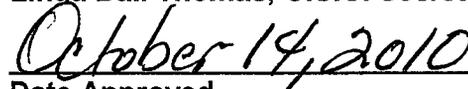
MEETING ADJOURNED AT 6:55 P.M.



Ali Boureslan, C.S.C. Chair



Linda Ball Thomas, C.S.C. Secretary



Date Approved