

## **MINUTES**

**FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT  
6:00 P.M., THURSDAY EVENING, DECEMBER 11, 2008, 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  
Graham, Elijah  
Karlsruher, Eileen  
Medina, Larry M.  
Pleters, Michael  
Sustaita, Jessie

**MEMBERS ABSENT:** Brannon, Edith  
Viescas, Cora

The meeting convened at 6:00 p.m. with six Commissioners present and Chair Boureslan presiding. Chair Boureslan asked CSC Secretary Linda Thomas if there were any changes to the Agenda. Ms. Thomas asked that Item 4 be deleted per Mr. Marin's request. Chair Boureslan congratulates and commends Ms. Wilson's four years of service with the City of El Paso as City Manager.

### **CONSENT AGENDA**

1. Discussion and Action on Approval of Minutes:

November 13, 2008

2. Notation- Assignment of Termination Appeal to Hearing Officer Ellis:

Juan M. Lopez – Streets

**MOTION TO APPROVE CONSENT AGENDA MADE BY COMMISSIONER PLETERS AND  
SECONDED BY COMMISSIONER SUSTAITA AND UNANIMOUSLY PASSED.**

### **REGULAR AGENDA**

3. Request of Chairman Boureslan for discussion and action on the following matter:

Discussion and Action on possible amendments to the following CSC Rules, pursuant to written request of AFSCME:

- A. Civil Service Rule 14, Appeal of Efficiency Ratings
- B. Civil Service Rule 24, Grievance Procedure
- C. Rule 22, Written Reprimands

Discussion by President AFSCME Joe Acosta, Assistant City Attorney John Batoon, Chair Boureslan, HR Director Linda Thomas, AFSCME Bill Arballo, and Commissioners Graham, Chacon, Karlsruhe.

**MOTION TO DELETE ITEMS 3 A, 3B AND ITEM 3C TO INCORPORATE CIVIL SERVICE COMMISSION WRITTEN REPRIMAND POLICY DATED JULY 10, 1986 INTO A RULE MADE BY COMMISSIONER GRAHAM AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.**

4. Discussion and Action on Denial of Protested Item filed by:

Ricardo Marin – Fire Department

**ITEM 4 DELETED APPELLANT WITHDREW APPEAL**

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

Ricardo Mata – Suspension – Sun Metro

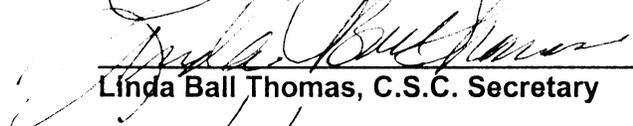
Discussion by Appellant’s Representative Jaime Arellano, Assistant City Attorney John Batoon, Chair Boureslan, Commissioners Chacon, Pleters, and Assistant City Attorney Michele Daly.

**MOTION TO APPROVE HEARING OFFICER’S RECOMMENDATION THAT THE THREE DAY SUSPENSION NOT BE SUSTAINED MADE BY COMMISSIONER KARLSRUHER AND SECONDED BY COMMISSIONER CHACON AND UNANIMOUSLY PASSED.**

**MOTION TO ADJOURN MADE BY COMMISSIONER PLETERS AND SECONDED BY COMMISSIONER KARLSRUHER AND UNANIMOUSLY PASSED.**

**MEETING ADJOURNED AT 7:00 P.M.**

  
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Ali Boureslan, C.S.C. Chair

  
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Linda Ball Thomas, C.S.C. Secretary

  
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Date Approved