

MINUTES

**FOR THE REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT
6:00 P.M., THURSDAY EVENING MAY 14, 2026
MAIN CONFERENCE ROOM, 300 NORTH CAMPBELL – 2ND FLOOR**

Members of the public are encouraged to participate virtually by calling:

Teleconference phone number: 1-915-213-4096

Toll-free number: 1-646-647-1558

Conference ID: 254 772 405 921 471

The following members of the Civil Service Commission will be present via video conference:

[NONE]

A quorum of five Commissioners must be present and participate in the meeting.

All matters listed under the Consent Agenda below will be considered routine by the Commission 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 before the time the Commission votes on the motion to adopt the Consent Agenda.

Members Present: District 1: Michael Bester
 District 2- Abdel Garcia
 District 3- JD Cotham
 District 4- Vice Chairman Woodrow Bare
 District 7- Chairman Homero Lucero

Members Absent: District 6- Carlos Gonzalez
 District 8- Larry John Porras

The meeting convened at 6:03 PM with five commissioners present and Chairman Homero Lucero presiding. Chairman Lucero asked if there were any changes made to the Agenda, and CSC Admin Support Specialist, Symone Menchaca stated “No Changes”.

CONSENT AGENDA

1. Approval of Minutes:
March 12, 2026, Civil Service Commission Meeting

MOTION TO APPROVE THE CONSENT AGENDA MADE BY COMMISSIONER JD COTHOM AND SECONDED BY COMMISSIONER WOODROW BARE TO APPROVE THE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

2. Discussion and Action on Hearing Officer's Report and Recommendation:

Samantha Sapien- El Paso Zoo- Suspension

In accordance with the Civil Service Commission, Ordinance 8065 Rules and Regulations – Rule 8, Suspension, Reduction, Discharge. Section 1, Subsection (F) Is incompetent or negligent in the performance of duties, including but not limited to, failure to perform assigned tasks, or failure to discharge duties in an accurate, prompt, competent, or responsible manner; and (P) For just cause.

MOTION MADE BY COMMISSIONER WOODROW BARE AND SECONDED BY COMMISSIONER ABDEL GARCIA TO REDUCE THE 3-DAY SUSPENSION TO A 1-DAY SUSPENSION; MOTION PASSED WITH A THREE TO ONE VOTE.

Hearing Officer Patricia Palafox opened the discussion by providing an overview of the circumstances surrounding the employee's suspension and summarizing the details of the case. Commissioners J.D. Cothom and Michael Bester posed questions regarding the matter, which were addressed by Chief Human Resources Officer Mary Wiggins. Attorney Shane Edmonson, representing the appellant, then presented arguments on behalf of his client and responded to questions from the Commissioners. City Attorney Matt Marquez subsequently presented the City's position and responded to questions from the Commission. Following presentations and discussion from both parties, the Commissioners deliberated and proceeded to a vote.

3. Discussion and Action on Hearing Officer's Report and Recommendation:

Rosa Montes- Parks and Recreation- Termination

In accordance with the Civil Service Commission, Ordinance 8065 Rules and Regulations – Rule 8, Suspension, Reduction, Discharge. Section 1, Subsection (C) Has been under the influence of intoxicants or drugs or the use thereof while on duty; (G) Is dishonest, commits theft, violates a law, or violates policies relating to the handling or procurement of property, or negligence in care or misuse of City property and (P) for just cause.

MOTION MADE BY COMMISSIONER WOODROW BARE AND SECONDED BY COMMISSIONER MICHAEL BESTER TO ACCEPT THE HEARING OFFICERS RECOMMENDATION AND REINSTATE THE APPELLANT; MOTION PASSED UNANIMOUSLY.

No Discussion

EXECUTIVE SESSION

The Civil Service Commission may retire into Executive Session according 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 an open session to take any final action.

Section 551.071 CONSULTATION WITH ATTORNEY
Section 551.074 PERSONNEL MATTERS

MEETING ADJOURNED AT 6:49 P.M.

Civil Service Commission Chair

Mary Wiggins, Secretary to the Civil Service Commission

Date Approved