

MINUTES

FOR THE REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING MARCH 13, 2025 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: 492 608 278#

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.

CONSENT AGENDA

1. Approval of Minutes:
February 13, 2025, Civil Service Commission Meeting
2. Notation:
Assignment of Hearing Officer to Disciplinary Appeals
John Cubello- Environmental Services- 10-Day Suspension

MOTION TO APPROVE THE CONSENT AGENDA MADE BY COMMISSIONER CARLOS GONZALEZ AND SECONDED BY COMMISSIONER VICE CHAIR HOMERO LUCERO TO APPROVE THE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

3. Discussion and Action on Hearing Officer's Report and Recommendation:
Hiram Samaniego- Parks and Recreation- Suspension
Civil Service Commission, Ordinance 8065 Rules and Regulations - Rule 8, Section 1 (G)(P),
Causes of Suspension, and Reduction or Discharge

Discussion opened with Commissioner Chairman Victor Vazquez asking the Appellant, Hiram Samaniego, if he objects the Hearing Officer, Patricia Palafox's recommendation. The Chief HR Officer Mary Wiggins followed up by saying the City accepts the Hearing Officer's recommendation. The Legal Advisor to the Commission, Sergio Estrada, replied to the Board that there is no need for further discussion as the City will not contest the Hearing Officers recommendation.

MOTION MADE BY COMMISSIONER CARLOS GONZALEZ AND SECONDED BY COMMISSIONER ELSA BORREGO TO GO WITH THE HEARING OFFICERS RECOMMENDATION TO NOT SUSTAIN THE DISCIPLINARY ACTION AGAINST THE APPELLANT; MOTION PASSED WITH A THREE TO ONE VOTE.

YES: COMMISSIONERS WOODROW BARE, CARLOS GONZALEZ, ELSA BORREGO

NO: NONE

ABSTAIN: COMMISSIONER VICE CHAIRMAN HOMERO LUCERO

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

Adriana Nunez- Sun Metro- Suspension

Civil Service Commission, Ordinance 8065 Rules and Regulations - Rule 8, Section 1 (F)(P), Causes of Suspension, and Reduction or Discharge

Discussion opened with the Hearing Officer to the Commission, Patricia Palafox presenting her recommendation as well as answering questions of Commissioner Vice Chair Homero Lucero and Chairman Victor Vazquez. Chairman Victor Vazquez proceeded to ask a question of the Chief HR Officer Mary Wiggins and Legal Attorney to the Commission, Sergio Estrada, made a follow up comment on the Board regarding the Hearing Officer being an extension of the Commission. The Assistant City Attorney, Robert Aguinaga also stated the options the Board has to the Hearing Officer's recommendation. Vice Chairman Homero Lucero followed with a question to Robert Aguinaga requesting guidance regarding state of mind and Legal Advisor to the Commission, Sergio Estrada followed up with information regarding the hearing of new evidence. Hearing Officer, Patricia Palafox asked to speak regarding some of the discussion the Commissioners had, and Commissioner Elsa Borrego followed with another question to the Hearing Officer. Commissioner Chairman Victor Vazquez asked the Appellant, Adriana Nunez to speak. Legal Advisor Sergio Estrada followed up with a comment to the Board to remain on track on the case at hand regarding new evidence that was suggested by the appellant. Commissioner Woodrow Bare made a comment to the Appellant, as well as Commissioner Vice Chairman Homero Lucero, Commissioner Carlos Gonzalez, and Chairman Victor Vasquez. Vice Chairman Homero Lucero asked a question to the Legal Advisor of the Commission, Sergio Estrada asking if there is a di minimis amount of money city employees should be protecting. Commissioner Chairman Victor Vazquez, Commissioner Elsa Borrego and Commissioner Woodrow Bare then asked more questions to the Appellant. The Assistant City Attorney, Carlos Gomez Baca was asked by Chairman Victor Vasquez to speak on behalf of Sun Metro. Commissioner Vice Chair Homero Lucero asked questions of the Assistant City Attorney, as well as Commissioner Carlos Gonzalez, Chairman Victor Vazquez, and Commissioner Elsa Borrego. The next party to add to the discussion was the Director of Sun Metro, Anthony Dekeyzer, in which Commissioner Vice Chair Homero Lucero had questions to ask him as well as Commissioner Elsa Borrego. Commissioner Carlos Gonzalez ended the discussion with his motion.

MOTION MADE BY COMMISSIONER CARLOS GONZALEZ AND SECONDED BY COMMISSIONER ELSA BORREGO TO GO WITH THE HEARING OFFICERS RECOMMENDATION TO SUSTAIN THE DISCIPLINARY ACTION AGAINST THE APPELLANT; MOTION PASSED UNANIMOUSLY.

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 7:29 P.M.

Civil Service Commission Chair

Mary Wiggins, Secretary to the Civil Service Commission

Date Approved