

MINUTES

FOR THE REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING MAY 8, 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: 871 400 541#

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 8- Larry Porras
 District 2- Chairman Victor Vazquez
 District 7- Homero Lucero
 District 4- Woodrow Bare
 District 1- Michael Bester
 District 6- Carlos Gonzalez

Members Absent: Mayor's Office- Elsa Borrego

The meeting convened at 6:00 p.m. with five commissioners present and Chairman Victor Vazquez presiding. Chairman Victor Vazquez 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 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 LARRY PORRAS TO APPROVE THE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA**3. Discussion and Action on Disqualification Appeal:**

Ana Fashing – Animal Services- Animal Care Attendant GS047
Ordinance 8065- Civil Service Commission Rule 5, Section 1 (A),
Application and Appeals Policy and Promotional Process Policy

Appellant, Ana Fashing, emailed the Liaison of the Commission, Symone Menchaca mentioning she would not be appearing to the meeting, withdrawing her appeal.

NO ACTION TAKEN.

4. Discussion and Action on Disqualification Appeal:

Ruben Flores – Streets & Maintenance- Capital Projects Inspector GS053
Ordinance 8065- Civil Service Commission Rule 5, Section 1 (A),
Application and Appeals Policy

Discussion opened with the Human Resources Departmental Manager to the Streets and Maintenance Department, Karla Mora, with the components needed in order for an applicant to qualify for the position of Engineering Lead Technician. She went on to explain that the employee is appealing the Departments decision to decline adding him as a candidate to the list of examination for hire due to the lack of college credit hours the appellant is missing that are closely related to the field of Engineering, which are classes in physical science. She went on to explain the appellant submitted his college transcript for review which shows a certification in welding, however none of the class he took were/are physical science classes which would make him eligible for the promotional position of Engineering Lead Technician. The appellant, Ruben Flores's, argument to Karla Mora's point is that his certification in welding is in fact closely related to physical science, as it requires both physics and chemistry to be able to weld and work in construction. The appellant, Mr. Flores, continues by mentioning not only does he have the education needed in both physics and chemistry but also the hands-on training and experience in welding and construction. He goes on to say the requirements on the educational description of the application for Engineering Lead Technician does not specify how many hours of each science are needed however he states those classes of both physics and chemistry were needed and required to complete his welding certification of 38 hours. Commissioner Homero Lucero clarifies with HR Manager, Karla Mora, that the City does not interpret the welding certificate as an associate's degree, she agreed. The Director of Streets and Maintenance, Randy Garcia, spoke next stating the appellant has the experience and has been working in the field within the Department and doing a good job but the requirements are there for a reason and the Department needs to continue adhering to the policies put in place for that specific position's education requirements.

MOTION MADE BY COMMISSIONER HOMERO LUCERO AND SECONDED BY COMMISSIONER CARLOS GONZALEZ TO SUSTAIN THE DISQUALIFICATION OF THE APPELLANT'S APPLICATION; MOTION PASSED WITH A FOUR TO ONE VOTE.

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 6:50 P.M.



Civil Service Commission Chair



Mary Wiggins, Secretary to the Civil Service Commission



11/13/2025

Date Approved

