

MINUTES

**FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION
TO BE HELD AT 6:00 P.M., THURSDAY EVENING, NOVEMBER 14, 2024,
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: 1-833-664-9267

Conference ID: 302 377 947#

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

[Victor Vasquez]

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 prior to the time the Commission votes on the motion to adopt the Consent Agenda.

Members Present: Leticia Arreola -Chair
Larry Porras
Elsa Borrego
Woodrow Bear
Carlos Gonzalez

Members Absent: Victor Vasquez
Homero Lucero

The meeting convened at 6:01 p.m. with five commissioners present and Chair Arreola presiding. The Chair asked if there were any changes to the Agenda, and CSC Admin Support Specialist, Symone Menchaca stated no changes.

CONSENT AGENDA

1. Approval of Minutes:
September 12, 2024, Civil Service Commission Meeting
2. Welcome New Commissioner
Elsa Borrego, appointed by Mayor Oscar Leeser, Mayor's Office
3. Notation:
Assignment of Hearing Officer to Disciplinary Appeals
A. Hiram Samaniego- Parks & Recreation- Suspension

4. Notation: Order Dismissing Appeal
Antonio Venegas- Environmental Services- Termination- Patricia Palafox

MOTION TO APPROVE THE CONSENT AGENDA MADE BY MADAM CHAIRWOMAN LETICIA ARREOLA AND SECONDED BY COMMISSIONER WOODROW BARE TO APPROVE THE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

5. Discussion and Action on Order Dismissing Appeal
Fabricio Ibarra- Fire Department- Termination- Patricia Palafox

Discussion Madam Chairwoman Leticia Arreola, CSC Legal Advisor Sergio Estrada, CSC Hearing Officer Patricia Palafox, Commissioner and Commissioner Elsa Borrego.

MOTION MADE BY COMMISSIONER CARLOS GONZALEZ AND SECONDED BY COMMISSIONER WOODROW BARE TO APPROVE HEARING OFFICER'S ORDER DISMISSING APPELLANTS APPLICATION TO FILE TERMINATION APPEAL WITH THE CIVIL SERVICE COMMISSION; MOTION PASSED UNANIMOUSLY.

6. Discussion and action on the renewal of the Service Agreement for Hearing Officer Patricia Palafox (September 15, 2024, to September 14, 2025) (Mary Wiggins, Chief Human Resources Officer)

Discussion CSC Secretary and Chief Human Resources Officer Mary Wiggins

MOTION MADE BY MADAM CHAIRWOMAN LETICIA ARREOLA AND SECONDED BY COMMISSIONER CARLOS GONZALEZ TO APPROVE HEARING OFFICER PATRICIA PALAFOX'S SERVICE AGREEMENT; MOTION PASSED UNANIMOUSLY.

7. Discussion and Action on Disqualification Appeal:
Ethan Gomez- Airport (Rule 5, Section 1 (A) Application and Appeals Policy)

Discussion CSC Administrative Support Symone Menchaca, Madam Chairwoman Leticia Arreola, CSC Legal Advisor Sergio Estrada, Aviation Dept HR Manager Julie Farmer, CSC Secretary and Chief Human Resources Officer Mary Wiggins, Commissioner Elsa Borrego.

MOTION MADE BY COMMISSIONER WOODY BARE AND SECONDED BY COMMISSIONER CARLOS GONZALEZ TO APPROVE THE DISQUALIFICATION; MOTION PASSED UNANIMOUSLY.

8. Discussion and Action on the Hearing Officer's Report and Recommendation:
Kirk Douglas- Suspension- Parks and Recreation - Patricia Palafox

Discussion CSC Hearing Officer Patricia Palafox, Assistant City Attorney Matt Marquez, CSC Legal Advisor Sergio Estrada, Madam Chairwoman Leticia Arreola, Commissioner Elsa Borrego, CSC Secretary and Chief Human Resources Officer Mary Wiggins, Deputy City Attorney Kristen

Hamilton- Karam, and Appellant Kirk Douglas, Commissioner Woodrow Bear, and Assistant City Attorney Robert Aguinaga, Commissioner Carlos Gonzalez AND Commissioner Larry Porras.

MOTION MADE BY COMMISSIONER CARLOS GONZALEZ AND SECONDED BY COMMISSIONER ELSA BORREGO THAT THE PROPOSED NOTICE WAS SERVED TO THE APPELLANT BY THE CITY IN TIME BEFORE THE 120-DAY DEADLINE. MOTION PASSES UNANIMOUSLY.

Discussion CSC Legal Advisor Sergio Estrada, Commissioner Woodrow Bare, CSC Hearing Officer Patricia Palafox, Appellant Kirk Douglas, Assistant City Attorney Matt Marquez, Madam Chairwoman Leticia Arreola, and the Parks & Recreation Dept Senior HR Analyst Alejandra Rivera.

MOTION MADE BY COMMISSIONER ELSA BORREGO AND SECONDED BY COMMISSIONER LARRY PORRAS TO UPHOLD THE CSC HEARING OFFICER'S DECISION TO SUSPEND APPELLANT. THE RECOMMENDATION OF THE HEARING OFFICER TO THE CIVIL SERVICE COMMISSION IS SUSTAINED; MOTION PASSED UNANIMOUSLY.

9. Discussion and Action on the Hearing Officer's Report and Recommendation:
Daniel Cordero- Termination- Fire Department - Patricia Palafox

Discussion CSC Hearing Officer Patricia Palafox, Commissioner Elsa Borrego, Madam Chairwoman Leticia Arreola, CSC Legal Advisor Sergio Estrada, Appellant Daniel Cordero, Commissioner Carlos Gonzalez, Commissioner Woodrow Bare, CSC Secretary and Chief Human Resources Officer Mary Wiggins, Commissioner Larry Porras, Fire Dept HR Manager Randy Marker, Assistant City Attorney Miguel Talamantes, and Deputy City Attorney Kristen Hamilton- Karam.

MOTION MADE BY COMMISSIONER ELSA BORREGO AND SECONDED BY COMMISSIONER LARRY PORRAS TO UPHOLD THE CSC HEARING OFFICER'S DECISION TO TERMINATE APPELLANT. THE RECOMMENDATION OF THE HEARING OFFICER TO THE CIVIL SERVICE COMMISSION IS SUSTAINED; MOTION PASSED UNANIMOUSLY.


EXECUTIVE SESSION

The Civil Service Commission may retire into Executive Session pursuant to Civil Service Commission Rule 1, Section 10 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

MEETING ADJOURNED AT 8:15 P.M.



Leticia Arreola, Chair

Mary Wiggins

Mary Wiggins, C.S.C. Secretary

Thursday December 12, 2024

Date Approved






CSC - Nov Meeting Minutes

Final Audit Report

2024-12-13

Created:	2024-12-13
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"CSC - Nov Meeting Minutes" History

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