MINUTES

FOR THE REGUALR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING NOVEMBER 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: 816 613 474#

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

[Larry John Porras]

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 2- Chairman Victor Vazquez ✓
District 4- Woodrow Bare ✓
District 6- Carlos Gonzalez ✓
District 7- Vice Chairman Homero Lucero ✓
Mayor's Office- Elsa Borrego —

Members Absent:
District 1: Michael Bester ✓
District 8- Larry John Porras ✓

The meeting convened at 6:00 PM with four commissioners present and Chairman Victor Vazquez presiding. Chairman 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:
   May 8, 2025, Civil Service Commission Meeting

2. Approval of the Suspension Appeal reversed by City Human Resources Department per Hearing Officer Patricia Palafox's Report and Recommendation:
   - Eddie Liming- Streets and Maintenance- 1 Day Suspension

3. Approval of the Assignment of Hearing Officer, Patricia Palafox, to Disciplinary Appeals to:
   - Michael Beltran – Fire Department – Demotion Appeal
   - Samantha Sapien – Zoo Department – 3 Day Suspension
   - Diego Arias – Museum and Cultural Affairs – 3 Day Suspension

- Rosa Montes – Parks & Rec – Termination
- Fernando Martinez- EPPD/ Code Enforcement Bureau- Termination

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

REGULAR AGENDA

4. Discussion and Action on Hearing Officer's Report and Recommendation:
   Bryan Dominguez- Animal Services Department- 3 Day Suspension
   In accordance with the Civil Service Commission, Ordinance 8065 Rules and Regulations – Rule 8, Section 1, Subsection (F) Is incompetent or negligent in the performance of duties in an accurate, prompt, competent, or responsible manner; and (P) For just cause.

The discussion opened with the Hearing Officer to the Commission, Patricia Palafox, who outlined the details of Bryan Dominguez's suspension and explained the basis for her recommendation to uphold the suspension. She summarized the incident, stating that the suspension resulted from Mr. Dominguez's failure to document the 40 dogs present at the call he was assigned to on the night in question, during which one dog was killed. Instead of documenting the incident, Mr. Dominguez closed the case, which he claims he did at the direction of his Senior Animal Control Officer. The Hearing Officer further noted that the employee believes his suspension was influenced by the incident being reported on social media.

The next speaker was the Appellant, Bryan Dominguez, who submitted a brief response to the Hearing Officer's recommendation, including what he described as "new evidence." He asserted that this information had not been previously submitted because he was unaware that he was permitted to provide supplemental materials until he reviewed the Policy on Written Briefs in Response to the Hearing Officer's Report and Recommendation.

Following the appellant, Assistant City Attorney Matt Marquez addressed the Board. He acknowledged that the appellant had put considerable effort into preparing his case but emphasized that Mr. Dominguez had already been given a full and fair opportunity to present any and all evidence. Mr. Marquez noted that the appellant had previously called multiple witnesses—including the homeowner—to speak at the hearing involving himself, the Hearing Officer, and the appellant. He requested that the Board not consider the appellant's newly submitted evidence, as the appellant had already exercised his opportunity to present his materials during the initial hearing.

MOTION MADE BY COMMISSIONER HOMERO LUCERO AND SECONDED BY COMMISSIONER WOODROW BARE TO NOT CONSIDER THE NEW EVIDENCE SUBMITTED BY THE APPELLANT, BRYAN DOMINGUEZ; MOTION PASSED UNANIMOUSLY.

The discussion then shifted to the Hearing Officer's recommendation regarding the three-day suspension of the Animal Control Officer. The Appellant, Mr. Dominguez, continued to recount the events of the night that led to his suspension. He reiterated that he closed the case at the direction of a Senior Animal Control Officer; however, according to the Hearing Officer, there is a dispute between the appellant and the Senior Officer as to whether such instruction—to close the case without documentation—was ever given.

As part of his defense, the appellant claimed he had never reviewed the Standard Operating Procedures outlining the proper documentation requirements for animals encountered on a call. Commissioner Homero Lucero responded by noting that, regardless of whether he had reviewed the manual, Mr. Dominguez was clearly familiar with the documentation process, as he had been performing those duties throughout his tenure as an Animal Control Officer.

The Interim Director of the Department, Michael Wachsmann, added that the officer was not required to close the case that same night and could have done so in the following days, once all dogs and relevant information had been properly collected. Assistant City Attorney Matt Marquez further noted that Mr. Dominguez could have sought guidance from another Senior Animal Control Officer if he was uncertain about how to proceed with the call.

MOTION MADE BY COMMISSIONER HOMERO LUCERO AND SECONDED BY COMMISSIONER CARLOS GONZALEZ TO SUSTAIN THE RECOMMENDATION OF THE HEARING OFFICER TO SUSTAIN THE 3 DAY SUSPENSION; 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 7:25 P.M.

Civil Service Commission Chair

Mary Wiggins

Mary Wiggins, Secretary to the Civil Service Commission

1/8/2026

Date Approved