



AGENDA FOR THE CIVIL SERVICE COMMISSION

February 12, 2026
MAIN CONFERENCE ROOM, 300 NORTH CAMPBELL – 2ND FLOOR
6:00 PM

Notice is hereby given that a meeting of the Civil Service Commission of the City of El Paso will be conducted on the above date and time.

Members of the public may view the meeting via the following means:

Via the City's website. <http://www.elpasotexas.gov/videos>
Via television on City15,
YouTube: <https://www.youtube.com/user/cityofelpasotx/videos>

In compliance with the requirement that the City provide two-way communication for members of the public, members of the public may communicate with the Civil Service Commission during public comment, and regarding agenda items by calling the following number:

1-915-213-4096 or Toll Free Number: 1-833-664-9267

At the prompt please enter the corresponding Conference ID: 289 710 845 123 6

If you wish to sign up to speak please contact Symone Menchaca at MenchacaS@elpasotexas.gov or (915) 212-1242, no later than by the start of the meeting.

The following member(s) 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 by the Commission to be routine 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.

CONSENT AGENDA

1. Approval of Minutes: [BC-1712](#)
January 8, 2026, Civil Service Commission Meeting

2. Notation: [BC-1713](#)
Schedule of the 2026 Civil Service Commission Monthly Meetings

3. Notation: [BC-1714](#)
Assignment of Hearing Officer to Disciplinary Appeals
 - Samantha Sapien - Zoo Department - 3 Day Suspension
 - Rosa Montes - Parks & Rec - Termination
 - Fernando Martinez- EPPD/ Code Enforcement Bureau- Termination

REGULAR AGENDA

4. Discussion and Action on the Annual Election of Civil Service Commission Chair [BC-1715](#)

5. Discussion and Action on the Annual Election of Civil Service Commission Vice-Chair [BC-1716](#)

6. PowerPoint Presentation on the Civil Service Commission Role and Responsibilities, the City of El Paso Code of Conduct and the Virtual Attendance Policy (Presented by Assistant City Attorney, Roberto Aguinaga) [BC-1717](#)

7. Discussion and Action on Hearing Officer's Report and Recommendation: [BC-1718](#)
Diego Arias- El Paso Museum and Cultural Affairs Dept- 3 Day 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; (N) Refusal to follow the lawful order of a superior or supervisor; and (P) For just cause.

EXECUTIVE SESSION

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

Section 551.071 CONSULTATION WITH ATTORNEY
Section 551.074 PERSONNEL MATTERS

ADJOURN

NOTICE TO THE PUBLIC

Sign language interpreters will be provided for this meeting upon request. Requests must be made to Symone Menchaca at MenchacaS@elPASOTexas.gov a minimum of 48 hours prior to the date and time of this hearing.

If you need Spanish Translation Services, please email MenchacaS@elPASOTexas.gov at least 48 hours in advance of the meeting.

Posted this 5th day of February 2026 at 1:00 PM by Symone Menchaca.