

MINUTES

**FOR THE REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT
6:00 P.M., THURSDAY EVENING MARCH 12, 2026
THORMAN CONFERENCE ROOM, 801 TEXAS AVE- BASEMENT 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: 289 710 845 123 6

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 1: Michael Bester
 District 3: JD Cotham
 District 4: Vice Chairman Woodrow Bare
 District 7: Chairman Homero Lucero
 District 8: Larry John Porras

Members Absent: District 6: Carlos Gonzalez

The meeting convened at 6:00 PM with five commissioners present and Chairman Homero Lucero presiding. Chairman Homero Lucero 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:
February 12, 2026, Civil Service Commission Meeting

MOTION TO APPROVE THE CONSENT AGENDA MADE BY COMMISSIONER WOODROW BARE AND SECONDED BY JD COTHAM TO APPROVE THE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

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

Fernando Martinez- El Paso Code Enforcement- Termination

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; and (P) For just cause.

The discussion opened with Employee Relations Officer Claudia Cancellare, appearing in place of Chief HR Officer Mary Wiggins, stating that the HR team accepted Hearing Officer Patricia Palafox's recommendation to reinstate the employee to the Code Enforcement Department. The discussion continued with Administrative Support Specialist Symone Menchaca requesting that the Chair read the Hearing Officer's recommendation aloud for the record, including details regarding the employee's accruals and seniority.

MOTION WAS MADE BY COMMISSIONER MICHAEL BESTER AND SECONDED BY COMMISSIONER JD COTHAM TO ACCEPT THE HEARING OFFICER'S RECOMMENDATION, NOT SUSTAIN THE EMPLOYEE'S TERMINATION, AND REINSTATE THE EMPLOYEE WITH BACK PAY, ACCRUALS, AND SENIORITY WITH THE CITY; THE 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 6:09 P.M.

Civil Service Commission Chair

Mary Wiggins, Secretary to the Civil Service Commission

Date Approved