

ITEM 1

MINUTES

FOR A REGULAR MEETING OF THE CIVIL SERVICE COMMISSION TO BE HELD AT 6:00 P.M., THURSDAY EVENING, DECEMBER 14, 2023, 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: 914 508 92

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

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.

Members Present: Luis Yanez-Chair
Leticia Arreola
Carlos Gonzalez
Irene Morales
Luis Sandoval
Victor Vazquez, Jr.
Holly Wright

Members Absent: Hala Abdel-Jaber

Meeting convened at 6:02 p.m. with six commissioners present and Chair Yanez presiding. Chair Yanez asked if there were any changes to the Agenda, CSC Recorder Holguin states no changes.

CONSENT AGENDA

1. Approval of Minutes:

October 12, 2023 Civil Service Commission Meeting

MOTION MADE BY COMMISSIONER VAZQUEZ AND SECONDED BY COMMISSIONER WRIGHT TO APPROVE CONSENT AGENDA; MOTION PASSED UNANIMOUSLY.

REGULAR AGENDA

2. Welcome new Commissioner:

Carlos Gonzalez, appointed by Representative Art Fierro, District 6

Chair Yanez, Commissioners Wright and Vazquez welcome new Commissioner.

3. Discussion and Action on REMAND of Hearing Officer's Report and Recommendation:

Alexandra Rodriguez-Animal Services-Termination-Patricia Palafox

Discussion by Assistant City Attorney Carlos Gomez-Baca, Appellant's Representative David Guzman, Hearing Officer Patricia Palafox, Commissioners Vazquez, Arreola, Sandoval, Chief HR Officer Mary Wiggins, Chair Yanez and CSC Legal Advisor Sergio Estrada.

MOTION MADE BY COMMISSIONER WRIGHT AND SECONDED BY COMMISSIONER SANDOVAL TO APPROVE HEARING OFFICER'S RECOMMENDATION TO SUSTAIN THE TERMINATION; MOTION RESCINDED BY COMMISSIONER WRIGHT TO CONSULT WITH CSC LEGAL ADVISOR AND TO MOVE TO EXECUTIVE SESSION.

MOTION MADE BY COMMISSIONER VAZQUEZ AND SECONDED BY COMMISSIONER SANDOVAL TO MOVE TO EXECUTIVE SESSION FOR DISCUSSION OF ITEM 3 CONSULTATION WITH ATTORNEY; MOTION PASSED BY A VOTE OF 5 TO 1.

AYES: ARREOLA, VAZQUEZ, WRIGHT, GONZALEZ, SANDOVAL

NAYES: MORALES

Executive session convened at 6:58 p.m.

MOTION MADE BY COMMISSIONER VAZQUEZ AND SECONDED BY COMMISSIONER WRIGHT TO RECONVENE TO OPEN SESSION; MOTION PASSED UNANIMOUSLY.

Reconvened to open session at 7:34 p.m.

MOTION MADE BY COMMISSIONER WRIGHT AND SECONDED BY COMMISSIONER SANDOVAL TO SUSTAIN THE HEARING OFFICER'S REMAND RECOMMENDATION TO TERMINATE ALEXANDRA RODRIGUEZ; MOTION PASSED BY A VOTE OF 4 TO 1 WITH ONE ABSTENTION.

Ayes: MORALES, WRIGHT, GONZALEZ, SANDOVAL

Nayes: ARREOLA

Abstained: VAZQUEZ

4. Discussion and Action on Grievance Appeals submitted by Patriza Hightower (Department of Public Health): (TABLED FROM OCTOBER 12, 2023 MEETING FOR 60 DAY STATUS UPDATE TO BE PROVIDED BY PARTIES)

A. Grievance Against Monica Ontiveros-Fire Department

B. Grievance Against Miguel Torres-Fire Department

C. Grievance Against Melissa Hawthorne-Department of Public Health

D. Grievance Against Randy Heredia-Fire Department

Discussion by Public Health Director Dr. Hector Ocaranza, Appellant Patriza Hightower, Chief HR Officer Mary Wiggins, CSC Legal Advisor Sergio Estrada, Chair Yanez, Commissioners Sandoval, Vazquez, and Appellant's Friend Robert Sandoval.

MOTION MADE BY COMMISSIONER VAZQUEZ AND SECONDED BY COMMISSIONER WRIGHT TO DISMISS ITEMS 4A-4D FOR LACK OF JURISDICTION; MOTION PASSED UNANIMOUSLY.

5. Recognition of Commissioners for their years of service to the Civil Service Commission:

- A. **Commissioner Irene Morales** appointed by Representative Isabel Salcido, District 5
Unexpired Term of service May 2017-January 2018
1st Term of Service February 2018-January 2021
2nd Term of Service February 2021-January 2024
Served as Secretary from 2020-2022

Representative Isabel Salcido, Chair Yanez, Chief HR Officer Mary Wiggins recognize Commissioner Irene Morales for her years of service to the Civil Service Commission. Commissioner Morales acknowledges her recognition.

- B. **Commissioner Holly Wright** appointed by Representative Joe Molinar, District 4
Unexpired Term of service September 2017-January 2018
1st Term of Service February 2018-January 2021
2nd Term of Service February 2021-January 2024
Presently serving as Secretary 2023-2024
Served as Chair 2022-2023
Served as Vice Chair 2020-2022

Representative Joe Molinar, Chair Yanez, Chief HR Officer Mary Wiggins recognize Commissioner Holly Wright for her years of service to the Civil Service Commission. Commissioner Wright acknowledges her recognition.

- C. **Commissioner Luis Sandoval** appointed by Representative Henry Rivera, District 7
1st Term of Service February 2018-January 2021
2nd Term of Service February 2021-January 2024

Representative Henry Rivera, Chief HR Officer Mary Wiggins recognize Commissioner Luis Sandoval for his years of service to the Civil Service Commission. Commissioner Sandoval acknowledges his recognition.

Chair Yanez makes announcement of CSC Recorder Mary Holguin's retirement.

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

MOTION MADE BY COMMISSIONER VAZQUEZ AND SECONDED BY COMMISSIONER SANDOVAL TO ADJOURN; MOTION PASSED UNANIMOUSLY.

MEETING ADJOURNED AT 8:26 P.M.

Luis Yanez, Chair

Holly Wright, C.S.C. Secretary

Date Approved