

EL PASO COUNTY CIVIL SERVICE COMMISSION
EL PASO COUNTY BLDG.
COMMISSIONERS' COURT CHAMBERS ROOM 303
500 E. SAN ANTONIO
EL PASO, TEXAS 79901

MINUTES OF SEPTEMBER 14, 1992

COMMISSIONERS PRESENT: LUPE BAIN, CHAIRPERSON
RICHARD YETTER

COMMISSIONERS EXCUSED: STEWART FORBES

OTHERS PRESENT: NITA CORRAL-NAVA, DIRECTOR
(CSP) CIVIL SERVICE/PERSONNEL

JOAN LOPEZ, EXECUTIVE SECRETARY

The El Paso County Civil Service Commission met in Commissioners Court Chambers, room 303 and was called to order at 4:12 P. M. by Lupe Bain, Chairperson.

1. Mr. Richard Yetter motioned to approve minutes for July 7, 1992 and August 3, 1992, seconded by Lupe Bain. Motion carried.
2. This was an information item only with a statement made by Chairman Bain that will be attached to the minutes and will be part of the minutes.
3. Mr. Richard Yetter motioned to change the policy whereby discussions in executive session be exempt from the tapes. Lupe Bain seconded the motion. This motion was tabled until the October 5th, 1992.
4. Mr. Richard Yetter motioned to notify in writing all rulings concerning grievances no later than 7 days after grievances are heard. Lupe Bain seconded the motion. Motion carried. Lupe Bain requested that anyone that has any questions or information regarding Civil Service matters be addressed to the Director of Civil Service/Personnel to discourage ex-parte communications at the place of employment.
5. Mr. Richard Yetter motioned to table the upgrading of salaries in the El Paso County Tax Office until the next scheduled meeting of October 5th, 1992. Lupe Bain seconded the motion. Motion carried.

GRIEVANCE

6. RAMON YEPEZ, FACILITIES MANAGEMENT: (GRIEVANCE)

Motion was made by Richard Yetter that the Commission uphold the termination as so submitted by Mr. Ron Allen, Facilities Management Manager, motion was seconded by Lupe Bain. Motion carried.

7. IDA LEWIS, COUNTY CLERKS OFFICE: (GRIEVANCE)

Mr. Richard Yetter motioned to table on behalf of the Grievant. Motion seconded by Lupe Bain until the October 5th, 1992 meeting with no further continuances. Motion carried. Grievant's attorney was unable to attend because of conflicting scheduling.

8. SALLY LINDSEY, COUNTY LIBRARY: (GRIEVANCE)

This grievance was resolved

9. JOANN RAMOS, COUNTY TAX OFFICE: (GRIEVANCE)

Mr. Richard Yetter motioned to table on behalf of the County Tax Office and seconded by Lupe Bain. The Tax office needed additional preparation time. Motion carried.

10. MAUREEN REED, JUDGE LUIS LOPEZ'S OFFICE: (GRIEVANCE)

This grievance was resolved

11. VICKI SANCHEZ, NUTRITION FABENS: (GRIEVANCE)

This grievance was resolved.

12. MARTHA VELIZ, PARKS AND RECREATION: (GRIEVANCE)

Ms. Lupe Bain motioned to delete this item from the agenda and Richard Yetter seconded the motion because this grievance falls under the jurisdiction of Commissioners' Court. Motion carried.

DAVID BUSTAMANTE, PARKS AND RECREATION: (GRIEVANCE)

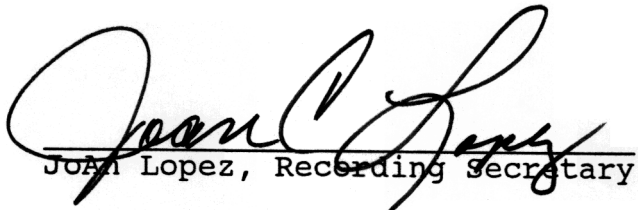
Mr. Bustamante's case was referred to Commissioners' Court. Asst. County Attorney, Bill Juvard, advised Mr. Bustamante to submit a claim letter to County Attorney's Office through Grievant's attorney so that the County Attorney's Office can have the authority to put it before Commissioners' Court. This item was deleted by Mr. Yettters motion and seconded by Lupe Bain. Motion carried.

14. MIKE ALVARADO, PARKS AND RECREATION: (GRIEVANCE)

Mr. Alvarado was advised by Asst. County Attorney, Bill Juvard, that his item was on Commissioners' Court Agenda for September 17, 1992. This item was deleted with a motion by Richard Yetter and seconded by Lupe Bain. Motion carried.

Mr. Richard Yetter motioned to table Enedina Gomez's item until the October 5, 1992 meeting on behalf of Ms. Gomez. She was unable to attend.

Meeting adjourned at 6:10 PM


Joan Lopez, Recording Secretary


Lupe Bain, Chairperson

The purpose of the Civil Service Commission is to promote stability, efficiency and professionalism of all county employees under the Civil Service System. Thus, the Civil Service Commission is committed to fair and impartial treatment of all employees, be it from the ranks to elected officials Department Heads that come before the Commission.

Good afternoon Mr. Enriquez. I and the Commission appreciate you taking your time to appear before it to express any problems or complaints that you may have concerning personnel problems under the Civil System of El Paso County. I want to assure you that any problem brought before this Commission, either by an employee or a department head has always been given the utmost consideration. But, like all well run organizations, the Civil Service Commission has a definite procedure to handle problems and grievances alike.

It is very unfortunate that you had to air your complaints about the personnel policies of the County before the Commissioners Court and to the public, through the media, without first having properly come before the Civil Service Commission. You made statements that did not concern policies and procedures but rather concerned the operation of the Texas Workers Compensation Law as it pertains to county employees. This Civil Service Commission intends to and will always follow the law of this great State of Texas and of the Rules and Regulations that have been formulated and have been approved for its functioning.

Certainly, every large organization, such as the county government, has continuing problems that must be corrected. To make totally unwarranted and unsubstantiated accusations to the public media of matters that were the consequence of the previous management of the personnel office certainly does nothing to correct any problems that may exist at this time.

Upon assuming her responsibilities, Nita Corral-Nava, the Director, began to investigate and brought before the Civil Service Commission as well as the Commissioners Court deficiencies in a number of areas within the Personnel Department. You, Mr. Enriquez, as custodian of the records for the Commissioners Court, were provided a copy of this report which was dated June 30, 1992. To stand before the Commissioners Court on August 19th and recite the exact same information as if it were brand new to the general public is totally uncalled for. This Commission recognizes the fact that disagreements may exist between it and department heads and even employees of the County, but attacks on the integrity of the Director of the Personnel Department and members of the Civil Service Commission is totally uncalled for and I, as well as the other members of the Commission, refuse to be placed in an intolerable situation when rendering a volunteer service to the County.

Lastly, it is the goal of this Commission to provide the direction and assistance to the Civil Service System that it will

attend the goals and purposes that I begin my remarks here today. With this in mind, we are here to hear your complaints and problems, investigate and hopefully find solutions to them as soon as possible. When we do, we will recommend to the Commissioners Court these solutions. Thank you again for taking your valuable time to come before this Commission and we hope that this matter has now been set at rest and we will not have to deal with it in the future.

Thank you Mr. Enriquez.