

MINUTES OF OCTOBER 4, 2005

COMMISSIONERS PRESENT: L. CARLOS SANDOVAL, CHAIRMAN
RALPH ADAME, COMMISSIONER

ABSENT: JOHNNY KILGORE, COMMISSIONER

OTHERS PRESENT: ROBERT M. ALMANZÁN,
HUMAN RESOURCES DIRECTOR
ESTELA SALGADO, RECORDING SECRETARY

The El Paso County Civil Service Commission met in Commissioners' Court Chambers and was called to order at 2:12 p.m. by L. Carlos Sandoval, Chairman.

MOTION #1

ITEM #1 **APPROVED.**

Discuss and take appropriate action on minutes of the Civil Service Commission regularly scheduled meeting of September 6, 2005, & Special meeting of September 20, 2005. (Robert M. Almanzán, Human Resources Director)

ACTION: It was moved by Commissioner Adame, and seconded by Chairman Sandoval, to approve the Civil Service Commission minutes of the Civil Service Commission regularly scheduled meeting of September 6, 2005, & Special meeting of September 20, 2005 as submitted by Robert M. Almanzán, Human Resources Director.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

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MOTION #2

ITEM #2 APPROVED.

Accept the names of the employees who shall be considered by the Civil Service Commission to be Non-Covered as stated in Rule 1.09 (b) of the Civil Service Rules & Regulations book. (Gilbert Sanchez, District Clerk)

ACTION: It was moved by Chairman Sandoval, and seconded by Commissioner Adame, to accept the names of the employees who shall be considered by the Civil Service Commission to be Non-Covered as stated in Rule 1.09 (b) of the Civil Service Rules & Regulations book and as submitted by Gilbert Sanchez, District Clerk.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

MOTION #3

ITEM #3 APPROVED.

Discuss and take appropriate action to approve a request from Stephen D. Salazar, Help Desk Support, ITD, to be a recipient for donated vacation leave. (Stephen D. Salazar)

ACTION: It was moved by Commissioner Adame, and seconded by Chairman Sandoval, to approve a request from Stephen D. Salazar, Help Desk Support, ITD, to be a recipient for donated vacation leave.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

GRIEVANCES

EXECUTIVE SESSION: On this day it was announced that the Court would recess into executive session at 3:10 p.m. to discuss that following item pursuant to Texas Government Code 551.071 and 551.074

MEETING RECONVENED

The Civil Service Commission reconvened to hear the item in regular open session at 3:11 p.m.

OPEN SESSION: As requested by Mr. Bill Arballo, AFSCME Representative to grievant, the grievances were heard in regular open session.

The Court recessed at 4:35 p.m.

The Civil Service Commission began to deliberate at 5:30 p.m.

MEETING RECONVENED

On this day, the Civil Service Commission reconvened into regular open session following closed session at 5:40 p.m.

MOTION #4

ITEM #5 (a) GRIEVANCE UPHELD.

Take appropriate action on a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, **pertaining to 1st Warning of 07/11/05, Rules 2.74 (A), (B), (D), (F), & 2.55.** (Judge Rosalio Muñoz, Justice Peace #4 – Maria Salas-Mendoza, Sr. Trial Attorney)

ACTION: It was moved by Commissioner Adame, and seconded by Chairman Sandoval, to uphold a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to 1st Warning of 07/11/05, Rules 2.74 (A), (B), (D), (F), & 2.55.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

MOTION #5

ITEM #5 (b) GRIEVANCE DENIED .

Discuss and take appropriate action on a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to **2nd Warning of 07/11/05, Rules 2.74 (A), (B), (D), (F), & 2.55.**

ACTION: It was moved by Commissioner Adame, and seconded Chairman Sandoval, to deny a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to 2nd Warning of 07/11/05, Rules 2.74 (A), (B), (D), (F), & 2.55.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

MOTION #6

ITEM #5 (c) GRIEVANCE DENIED.

Discuss and take appropriate action on a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to **Written Warning of 08/02/05, Rules 2.74 (A), (B), (D), (F), 2.55 & Office Policy Violation.**

ACTION: It was moved by Commissioner Adame, and seconded Chairman Sandoval, to deny a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to **Written Warning of 08/02/05, Rules 2.74 (A), (B), (D), (F), 2.55 & Office Policy Violation.**

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

MOTION #7

ITEM #5 (d) GRIEVANCE DENIED.

Discuss and take appropriate action on a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to **Termination, Retaliation, Harassment, Rules 2.55, 2.56 (A - E), 2.57, 2.74 (A), (B), (D), (E), & (F).**

ACTION: It was moved by Commissioner Adame, and seconded by Chairman Sandoval, to deny a grievance filed/dated August 4, 2005 regarding Elvia Ivonne Marquez, Senior Clerk II, Justice Peace #4, pertaining to **Termination, Retaliation, Harassment, Rules 2.55, 2.56 (A - E), 2.57, 2.74 (A), (B), (D), (E), & (F).**

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

MEETING ADJOURNED

On this day, there being no further business to discuss, the meeting was adjourned at 5:45 p.m.

VOTE: YES – Adame, Sandoval

MOTION CARRIED.

L. CARLOS SANDOVAL, CHAIRMAN

ESTELA SALGADO, RECORDING SECRETARY