



COUNTY OF EL PASO

CIVIL SERVICE COMMISSION
500 E. SAN ANTONIO, RM. 302
EL PASO, TEXAS 79901
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FAX (915) 546-8126

Chairman
L. Carlos Sandoval

Commissioners
Johnny Kilgore
Ralph Adame

MINUTES OF JANUARY 10, 2006

COMMISSIONERS PRESENT: L. CARLOS SANDOVAL, CHAIRMAN
RAFAEL ADAME, ACTING COMMISSIONER

ABSENT: JOHNNY KILGORE, COMMISSIONER
ROBERT M. ALMANZÁN,
HUMAN RESOURCES DIRECTOR

OTHERS PRESENT: ESTELA SALGADO, RECORDING SECRETARY
LIZA CALDERON, TRAINING MANAGER
HOLLY LYTTLE, COUNTY ATTORNEY'S OFFICE

The El Paso County Civil Service Commission met in Commissioners' Court Chambers and was called to order at 2:20 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 December 6, 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 regularly scheduled meeting of December 6, 2005 as submitted by Robert M. Almanzán, Human Resources Director.

VOTE: YES – Adame, Sandoval

ABSENT: Kilgore

MOTION CARRIED.

**MOTION #3
ITEM #2 APPROVED.**

Discuss and take appropriate action to approve a request from Diana Calamia, Project Coordinator, District Clerk's office, to be a recipient for donated vacation leave. (Diana Calamia)

ACTION: It was moved by Chairman Sandoval, and seconded by Commissioner Adame, to approve a request from Diana Calamia, Project Coordinator, District Clerk's office, to be a recipient for donated vacation leave.

VOTE: YES – Adame, Sandoval
ABSENT: Kilgore

MOTION CARRIED.

EXECUTIVE SESSION: On this day it was announced that the Court would recess into executive session at 2:30 p.m. to discuss the following item pursuant to Texas Government Code 551.001 & 551.074.

The Civil Service Commission began to deliberate at 3:30 p.m.

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MEETING RECONVENED

On this day, the Civil Service Commission reconvened into regular open session following closed session at 4:06 p.m.

**MOTION #4
ITEM #5 GRIEVANCE UPHELD.**

Take appropriate action on a grievance filed/dated November 8, 2005 regarding Carlos Soto, Project Coordinator, District Clerk's office, pertaining to Termination - Rules 2.74 (a), (b), (c), (d), (e), & (f). (Gilbert Sanchez, District Clerk – Daniel Ordoñez, Sr. Trial Attorney)

ACTION: It was moved by Chairman Sandoval, and seconded by Commissioner Adame, to uphold the grievance only to the extent that the Civil Service Commission believed the punishment of termination was unreasonably harsh, given that the department did not document any past disciplinary problems or engage in any progressive discipline. Therefore, the commission reduces the punishment to a demotion to the prior position or an equivalent position.

VOTE: YES – Adame, Sandoval

ABSENT: Kilgore

MOTION CARRIED.

**MOTION #2
ITEM #6 GRIEVANCE POSTPONED.**

Take appropriate action on a grievance filed/dated November 10, 2005 regarding Margarita Lozano, Interpreter I, Council of Judges, pertaining to Termination - Rule 2.74 (a), (b), & (d). (Michael Izquierdo, Council of Judges – Kitty Schild, Sr. Trial Attorney)

ACTION: It was moved by Commissioner Adame, and seconded by Chairman Sandoval to postponed the grievance filed/dated November 10, 2005 regarding Margarita Lozano, Interpreter I, Council of Judges, pertaining to Termination – Rule 2.74 (a), (b), & (d) as requested by the grievant. The grievance will be held on February 7, 2006 at 2:00 p.m.

VOTE: YES – Adame, Sandoval

ABSENT: Kilgore

MOTION CARRIED.

NOTE: Due to technical difficulties, there is no audiotape available for this meeting.

MEETING ADJOURNED

On this day, there being no further business to discuss, the meeting was adjourned at 4:10 p.m.

VOTE: YES – Adame, Sandoval

ABSENT: Kilgore

MOTION CARRIED.



L. CARLOS SANDOVAL, CHAIRMAN



ESTELA SALGADO, RECORDING SECRETARY

cc: Dolores Briones, County Judge