

COUNTY OF EL PASO



CIVIL SERVICE COMMISSION

**SPECIAL MEETING MINUTES
12:30 P.M., THURSDAY, AUGUST 8, 2013
COMMISSIONER'S COURTROOM, ROOM 303
500 E. SAN ANTONIO
EL PASO, TEXAS 79901**

Grace Munoz, Acting Chair

**Cindy Karam, Commissioner
Carlos Gomez, Commissioner**

OPEN MEETING

The meeting was called to order at 12:50 p.m. Staff present were Kevin McCary from the County Attorney's Office, Elsie West, Melissa Carrillo and Estela Salgado, from the Human Resources Department. A quorum was established with Commissioners Munoz and Gomez members present.

PUBLIC COMMENT

NO PUBLIC COMMENT

APPROVED - CONSENT AGENDA

**WELCOME AND SWEAR IN NEW COMMISSIONER, CINDY KARAM
TERM 08/01/2013 THRU 05/13/2014**

AUGUST 8, 2013

(ITEM #1 – NO ACTION)

WELCOME AND SWEAR IN COMMISSIONER CINDY KARAM AS APPOINTED BY VERONICA ESCOBAR, COUNTY JUDGE, TO FILL AN UNEXPIRED TERM FROM 08/01/2013 THRU 05/13/2014.

--Betsy C. Keller, Human Resources

On this day Cindy Karam was welcomed to the Commission. Before the meeting began, her oath of office was administered by Socorro Gomez, Notary Public.

AUGUST 8, 2013

MOTION #1 (ITEM #2)

APPROVE THE MINUTES OF THE SPECIAL CIVIL SERVICE COMMISSION MEETING OF JULY 11, 2013.

--Betsy C. Keller, Human Resources

On this day, on motion of Commissioner Munoz, seconded by Commissioner Gomez, it is the order of the Commission to approve the July 11, 2013 minutes of the Civil Service Commission.

VOTE: YES- Munoz, Gomez, Karam

NO: None

REGULAR AGENDA

APPROVED – APPOINT GRACE MUNOZ AS ACTING CHAIR AND MAKE RECOMMENDATION TO COMMISSIONERS’ COURT AS CHAIR FOR THE CIVIL SERVICE COMMISSION

AUGUST 8, 2013

MOTION #2 (ITEM #3)

DISCUSS AND TAKE APPROPRIATE ACTION TO NAME AN ACTING CHAIR AND MAKE A RECOMMENDATION TO COMMISSIONERS’ COURT TO ESTABLISH A CHAIR PURSUANT TO TEXAS GOVERNMENT CODE 158.008 (A).

--Betsy C. Keller, Human Resources

On this day, on motion of Commissioner Gomez, seconded by Commissioner Karam, it is the order of the Commission to recommend Grace Munoz as Acting Chair for the August 8, 2013 Special Civil Service Meeting and make a recommendation to Commissioners’ Court to appoint her as Chair for the Civil Service Commission.

VOTE: YES- Munoz, Gomez, Karam

NO: None

GRIEVANCES

***EXECUTIVE SESSION: PURSUANT TO TEXAS GOVERNMENT CODE
§551.071 & §551.074***

MOTION #3 (ITEM #4)

On this day, HR staff announced that the Civil Service Commission would remain in open session at 1:20 p.m. pertaining to Item # 4.

On this day, on motion of Commissioner Gomez, seconded by Commissioner Karam, it is the order of the Commission to discuss Item #4 pertaining to a grievance filed/dated June 11, 2013, by Alfredo Nava, Deputy Constable, on Termination & Rules 2.51, 2.53, 2.55 (a) (b), 6.00, 6.01, 6.02, 6.05, 6.08, 6.09 (a) and (e) in open session as requested by the grievant.

VOTE: YES - Gomez, Munoz, Karam

NO: None

AUGUST 8, 2013

MOTION #4 (ITEM #5)

On this day, HR staff announced that the Civil Service Commission would go into executive session for legal advice pursuant to Government Code §551.071 at 4.50 p.m. The Court would reconvene into open session to take official action.

On this day the Civil Service Commission reconvened into regular open session at 5:07 p.m.

UPHOLD THE TERMINATION ON ALFREDO NAVA

TAKE APPROPRIATE ACTION ON A GRIEVANCE FILED/DATED JUNE 11, 2013, BY ALFREDO NAVA, DEPUTY CONSTABLE, PERTAINING TO TERMINATION & RULES 2.51, 2.53, 2.55 (a) (b), 6.00, 6.01, 6.02, 6.05, 6.08, 6.09 (a) and (e).

--(Alfredo Nava, Constable Pct. #6 – Jim Jopling, Cleat Attorney) (Javier I. Garcia, Constable Pct. #6 - Amy Monsivais, County Attorney's Office)

On this day, on motion of Acting Chair Munoz, seconded by Commissioner Gomez, it is the order of the Commission to uphold the termination of Alfredo Nava, denying the grievance filed/dated June 11, 2013, by Alfredo Nava, Deputy Constable, pertaining to Termination & Rules 2.51, 2.53, 2.55 (a) (b), 6.00, 6.01, 6.02, 6.05, 6.08, 6.09 (a) and (e), based on facts pertaining to Rule 2.51 the employee's action was highly at risk in transporting arrestees to jail.

For record purposes, the Commission directed HR to note the documents that were sent on 08/07/13 by Jim Jopling, grievant's attorney, and were not admitted into evidence at the hearing of August 8, 2013, because of late filing.

VOTE: YES - Gomez, Munoz, Karam

NO: None

MEETING ADJOURNED

AUGUST 8, 2013

MOTION #4 (ITEM #6)

On this day, there being no further business to discuss, Commissioner Karam moved to adjourn the meeting at 5: 10 p.m. seconded by Acting Chair, Munoz.

VOTE: YES - Gomez, Munoz, Karam

NO: None

EXAMINED AND APPROVED THIS 10TH DAY IN SEPTEMBER 2013



GRACE MUNOZ, ACTING CHAIR



ESTELA SALGADO, RECORDING SECRETARY