

COUNTY OF EL PASO



FILED FOR RECORD  
IN MY OFFICE

2016 JAN 28 P 12:01

**CIVIL SERVICE COMMISSION  
REGULAR MEETING AGENDA  
1:00 P.M., TUESDAY, FEBRUARY 02, 2016  
COMMISSIONERS COURT ROOM #303  
500 E. SAN ANTONIO  
EL PASO, TEXAS 79901**

*Dolores L. Linn*  
COUNTY CLERK  
EL PASO COUNTY, TEXAS

**Chair  
Mike Avila**

**Commissioners  
Mary Lou Camarena  
Matthew Keats**

**OPEN MEETING**

**NOTICE TO THE PUBLIC**

All matters listed under the Consent Agenda will be considered by the Civil Service Commissioners 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 Court or persons in the audience request that specific items be removed from the Consent Agenda to the Regular Agenda for discussion prior to the time the Court votes on the motion to adopt the Consent Agenda.

All matters listed on the Consent or Regular Agenda may be discussed in executive session at the option of the El Paso County Civil Service Commission and following oral announcement, if an appropriate exception to the open meeting requirement of the Texas Open Meetings Act is applicable.

**PUBLIC COMMENT**

Speaker's choice: Five (5) minutes per person during this segment regarding any items or three (3) minutes per person on each item as it appears on the agenda. The same will apply to any interest group consisting of three or more representatives.

**CONSENT AGENDA**

1. Approve the minutes of the Civil Service Commission Special Meeting of January 20, 2016.  
--Melissa M. Carrillo, Human Resources

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**REGULAR AGENDA**

2. Notify the Civil Service Commission regarding the Dress Code Policy from the El Paso County Public Works Department Policies and Procedures Manual.  
-- Pat Adauto, Public Works Director
3. Discuss and take appropriate action to revise the "Effective Date of Separation" section of the Civil Service Rules and Regulations  
--Melissa M. Carrillo, Human Resources

2016 JAN 28 PM 12:02

*Delia Briones*  
COUNTY CLERK  
EL PASO COUNTY, TEXAS

**EXECUTIVE SESSION:**

**GRIEVANCE**  
**PURSUANT TO TEXAS GOVERNMENT CODE**  
**§551.074**

4. Discuss jurisdictional issue on grievance filed/dated December 7, 2015 regarding, Javier Gonzalez, Heavy Equipment Operator, Senior, and if the Commission does find jurisdiction, discuss a Grievance filed/dated December 7, 2015 by Javier Gonzalez, Heavy Equipment Operator, Senior, pertaining to termination - Scope of Grievance Appeal Procedures section A. 1 and A. 4 and removal of employment too severe and not consistent with Table of Penalties.  
-- (Javier Gonzalez, Heavy Equipment Operator, Senior, Road and Bridge), (Kevin McCary, Assistant County Attorney)
5. Discuss a Grievance filed/dated December 4, 2015 by Maria G. Ornelas, Center Coordinator, pertaining to Disciplinary Action - Scope of Grievance appeal procedures 7.09 d.  
-- (Maria G. Ornelas, Center Coordinator, Community Services Department), (Jed Untereker, Assistant County Attorney)
6. Discuss a Grievance filed/dated December 23, 2015 by Monica Hernandez, Probation Officer, pertaining to termination – Unlawful discrimination and retaliation.  
-- (Monica Hernandez, Probation Officer, Senior, Domestic Relations Office), (Jed Untereker, Assistant County Attorney)

**OPEN SESSION**

7. Take appropriate action on grievance/filed dated December 7, 2015 by Javier Gonzalez, Heavy Equipment Operator, Senior pertaining to termination – Scope of Grievance Appeal Procedures section A. 1 and A. 4 and removal of employment too severe and not consistent with Table of Penalties.  
-- (Javier Gonzalez, Heavy Equipment Operator, Senior, Road and Bridge), (Kevin McCary, Assistant County Attorney)

8. Take appropriate action on grievance/filed dated December 4, 2015 by Maria G. Ornelas, Center Coordinator, pertaining to Disciplinary Action - Scope of Grievance appeal procedures 7.09 d.  
-- (Maria G. Ornelas, Center Coordinator, Community Services Department), P 12:02  
(Jed Untereker, Assistant County Attorney)

9. Take appropriate action on grievance/filed dated December 23, 2015 by Monica Hernandez, Probation Officer, pertaining to termination – Unlawful discrimination and retaliation.  
-- (Monica Hernandez, Probation Officer, Domestic Relations Office), (Jed Untereker, Assistant County Attorney)

10. ADJOURN