



## COUNTY OF EL PASO

CIVIL SERVICE COMMISSION  
500 E. SAN ANTONIO, RM. 302  
EL PASO, TEXAS 79901  
(915) 546-2218  
FAX (915) 546-8126

*Chairman  
Rafael Adame*

*Commissioners  
Dr. Paula Mitchell  
Susanna Visconti*

### MINUTES OF SEPTEMBER 2, 2008

COMMISSIONERS PRESENT: RALPH ADAME, CHAIRMAN  
SUSANNA VISCONTI, COMMISSIONER  
PAULA MITCHELL, COMMISSIONER

OTHERS PRESENT: LIZA REYES, H.R. ASSISTANT DIRECTOR  
ESTELA SALGADO, HUMAN RESOURCES  
HOLLY LYTTLE, COUNTY ATTORNEY'S OFFICE  
CRISTINA SANCHEZ, TRIAL ATTORNEY

ABSENT: BETSY C. KELLER, H.R. DIRECTOR

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The El Paso County Civil Service Commission met in Commissioners Court Room and was called to order at 3:00 p.m. by Ralph Adame, Chairman.

### CONSENT AGENDA

#### MOTION #1

ITEM #1 APPROVED CONSENT AGENDA ITEMS.

It was moved by Commissioner Mitchell, and seconded by Commissioner Visconti, to approve the following Consent Agenda item:

- 1 Approval of Minutes of the regularly scheduled meeting of August 5, 2008.

VOTE: YES-Adame, Mitchell, Visconti

NO: None

MOTION CARRIED.

GRIEVANCE

**EXECUTIVE SESSION:**

On this day, it was announced that the Civil Service Commission would enter into Executive Session to discuss a grievance pertaining to Leticia Napoles, Administrative Assistant, Intermediate, Justice Peace #5, pursuant to Texas Government code 551.071 and 551.074 at 3:03 p.m.

On this day, it was announced that the Civil Service Commission would recess at 4:25 p.m. and went back into Executive Session at 4:31 p.m.

On this day, it was announced that the Civil Service Commission would recess at 6:05 p.m. and went back into Executive Session at 6:10 p.m.

On this day, it was announced that the Civil Service Commission would be closed for deliberation at 7.20 p.m.

The Civil Service Commission entered into Open Session at 7:25 p.m.

**MOTION #2 DENY GRIEVANCE.**

**ITEM #3**

Take appropriate action on a grievance filed/dated 05/09/08 and 04/25/08 regarding Leticia Napoles, Administrative Assistant, Intermediate, Justice Peace #5, pertaining to **Termination, Retaliation, Rules 7.09 (A-E) 7.14, 7.17, 2.31; Appendix F: Discrimination-Sexual Harassment Policy- A.1-6 (B) (C:1-4) D.3 & 5.; Appealing disciplinary report of 04/07/08; three (3) days suspension.** (Monica Teran, Judge, Justice Peace #5 – Kitty Schild, Sr. Trial Attorney – Liza A. Elizondo, Attorney at Law) (Postponed from June 3, 2008)

**ACTION:** It was moved by Commissioner Visconti and seconded by Commissioner Mitchell to deny the grievance pertaining to Termination, Retaliation, Rules 7.09 (A-E) 7.14, 7.17, 2.31; Appendix F: Discrimination-Sexual Harassment Policy- A.1-6 (B) (C:1-4) D.3 & 5.; Appealing disciplinary report of 04/07/08. Furthermore, it was represented by the department that the three (3) days suspension be withdrawn.

VOTE: YES-Adame, Mitchell, Visconti

NO: None

MOTION CARRIED.

**MEETING ADJOURNED**

On this day, there being no further business to discuss, Commissioner Mitchell moved to adjourn the meeting, seconded by Commissioner Visconti at 7:28 p.m.

VOTE: YES – Adame, Visconti, Mitchell

NO: None

MOTION CARRIED.

A handwritten signature in black ink, appearing to read 'Rafael Adame', is written over a horizontal line.

RAFAEL ADAME, CHAIRMAN

A handwritten signature in black ink, appearing to read 'Estela Salgado', is written over a horizontal line.

ESTELA SALGADO, RECORDING SECRETARY

cc: Anthony Cobos, County Judge