



COUNTY OF EL PASO

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

MINUTES OF JULY 13, 1999

COMMISSIONER PRESENT: MICHAEL C. CROWLEY, CHAIRMAN
LOUIS E. ZUNIGA, COMMISSIONER
DANIEL G. MENA, COMMISSIONER

MC

OTHERS PRESENT: TERRI ALMONTE, INTERIM PERSONNEL
DIRECTOR
ESTELA SALGADO, RECORDING SECRETARY

The El Paso County Civil Service Commission met in Commissioners' Court Chambers, Room 303 and was called to order at 2:25 p.m. by Michael C. Crowley, Chairperson.

MOTION#1
ITEM #1

APPROVED.

Discuss and take appropriate action on minutes of regularly scheduled Civil Service Commission meeting of June 1, 1999. (Terri Almonte, Interim Personnel Director)

ACTION: It was moved by Daniel G. Mena and seconded by Michael C. Crowley to approve the minutes of the regularly scheduled meeting of June 1, 1999 as submitted by Terri Almonte, Interim Personnel Director.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

GRIEVANCES

EXECUTIVE SESSION:

CHAIRMAN MICHAEL C. CROWLEY ANNOUNCED THAT THE CIVIL SERVICE COMMISSION WOULD RECESS INTO EXECUTIVE SESSION TO DELIBERATE AT 2:50 P.M.

MEETING RECONVENES

THE CIVIL SERVICE COMMISSION RECONVENED INTO REGULAR OPEN SESSION AFTER EXECUTIVE SESSION AT 2:55 P.M.

MOTION #4
ITEM #2 **GRIEVANCE SUSTAINED.**

WYATT SCHMIDT, INVESTIGATOR, MEDICAL EXAMINER (JUAN U. CONTIN, MEDICAL EXAMINER)

ACTION: It was moved by Louis E. Zuniga and seconded by Michael C. Crowley to sustain the grievance filed by Wyatt Schmidt, Investigator and that he be reinstated, with the modification of a (3) three day suspension without pay.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

MOTION #2
ITEM #3 **TABLED.**

DAVID PAXSON, AUTO TITLE CLERK II - MARIO J. MARTINEZ, ATTORNEY AT LAW (VICTOR FLORES, TAX ASSESSOR COLLECTOR)

ACTION: It was moved by Daniel G. Mena and seconded by Michael C. Crowley to table the grievance filed by David Paxson, Auto Title II, as requested by Victor Flores, Tax Assessor Collector, until the next scheduled meeting of August 3, 1999 at 2:00 p.m.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

EXECUTIVE SESSION:

CHAIRMAN MICHAEL C. CROWLEY ANNOUNCED THAT THE CIVIL SERVICE COMMISSION WOULD RECESS INTO EXECUTIVE SESSION TO DELIBERATE AT 2:50 P.M.

MEETING RECONVENES

THE CIVIL SERVICE COMMISSION RECONVENED INTO REGULAR OPEN SESSION AFTER EXECUTIVE SESSION AT 2:55 P.M.

MOTION #5
ITEM #4 **GRIEVANCES-SUSTAINED.**

ROBERTO FLORES, GOLF COURSE FOREMAN, - MARIO J. MARTINEZ, ATTORNEY AT LAW (SALLY GAVLIK, PARKS & RECREATION DIRECTOR INT.)

(a) Grievance dated June 11 - Termination

ACTION: It was moved by Daniel G. Mena and seconded by Michael C. Crowley to sustain the grievance filed by Robert Flores, Golf Course Foreman dated June 11, 1999 on his termination and that he be reinstated.

Furthermore, the Commission clarified that the decision made was in no way based on the performance of the current director, merely stating the fact they would allow the current director an opportunity to manage the Ascarate Park's area in an efficient fashion. Commissioner Zuniga expressed the opinion that if any disruption should occur by Mr. Flores, the Commission is at the third point of discipline. Commissioner Mena expressed the opinion that each case would be heard on a case-by-case basis.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

(b) Grievance dated April 30;

ACTION: It was moved by Daniel G. Mena and seconded by Michael C. Crowley to sustain the grievance filed by Roberto Flores, Golf Course Foreman, dated April 30, 1999 pertaining to the (3) day suspension.

VOTE: YES - Crowley, Zuniga

MOTION CARRIED.

(c) Grievance dated March 23;

ACTION: It was moved by Michael C. Crowley and seconded by Louis E. Zuniga to sustain the grievance filed by Roberto Flores, Golf Course Foreman, dated March 23, 1999, pertaining to warning notice dated March 8.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

(d) Grievance dated March 4;

ACTION: It was moved by Michael C. Crowley and seconded by Louis E. Zuniga to sustain the grievance filed by Roberto Flores, Golf Course Foreman, dated March 4, 1999 in reference to incident reports and an evaluation report dated February 24.

VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

MOTION#3
ITEM #5 **APPROVED.**

Discuss and take appropriate action on the newly created job descriptions for the Road & Bridges Department submitted by Roberto Rivera, Public Works Dir./R. & B. Administrator.

ACTION: It was moved by Daniel G. Mena and seconded by Michael C. Crowley to approve the newly created job descriptions for the Road & Bridges Department submitted by Robert Rivera, Public Works Dir./R & B Administrator as follows:

- (a) GIS ANALYST
- (b) ASSOCIATE CIVIL ENGINEER

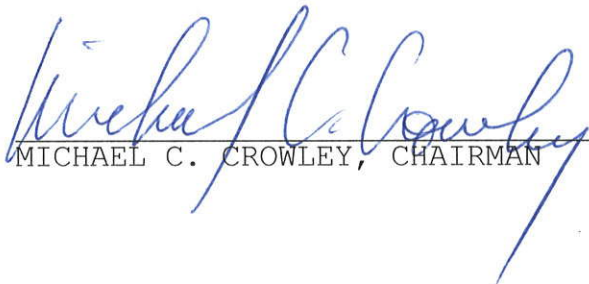
VOTE: YES - Crowley, Mena, Zuniga

MOTION CARRIED.

MEETING ADJOURNED

By motion of Chairman, Michael C. Crowley and seconded by Daniel G. Mena the meeting was adjourned at 3:55 p.m.

MOTION CARRIED.


MICHAEL C. CROWLEY, CHAIRMAN


ESTELA SALGADO, RECORDING SECRETARY

cc: Dolores Briones, County Judge