



## COUNTY OF EL PASO

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

*Chairman  
Rafael Adame*

*Commissioners  
Dr. Paula Mitchell  
Fernando Parra*

### MINUTES OF NOVEMBER 6, 2007

COMMISSIONERS PRESENT: RALPH ADAME, CHAIRMAN  
PAULA MITCHELL, COMMISSIONER

ABSENT: FERNANDO PARRA, COMMISSIONER

OTHERS PRESENT: LIZA REYES, INTERIM H.R. DIRECTOR  
ESTELA SALGADO, EMPLOYMENT/CS SPECIALIST  
HOLLY LYTLE, COUNTY ATTORNEY'S OFFICE

---

The El Paso County Civil Service Commission met in Commissioners Court Room and was called to order at 3:03 p.m. by Ralph Adame, Chairman.

**MOTION #1**  
ITEM #1 APPROVED CONSENT AGENDA ITEMS.

It was moved by Commissioner Mitchell, and seconded by Chairman Adame, to approve the following Consent Agenda items:

- 1 Approval of Minutes of the regularly scheduled meeting of October 2, 2007.

GRIEVANCES

EXECUTIVE SESSION: PURSUANT TO TEXAS GOVERNMENT CODE 551.071 AND 551.074.

On this day, the Civil Service Commission discussed Item 2 and 3 in open session, due to withdrawal of grievances.

On this day, the Civil Service Commission discussed Item 4 in open session, due at the request of the grievant and her representative.

The Civil Service Commissioners began to deliberate at 6:10 p.m.

MEETING RECONVENED

On this day, the Civil Service Commission reconvened into regular open session following closed session at 6:12 p.m.

+++++

NO ACTION TAKEN.  
ITEM #5

Take appropriate action on a grievance filed/dated, February 20, 2007 regarding Noel Pando, Heavy Equipment Operator II, Road & Bridge Department, pertaining to **One (1) day suspension**. (Robert Rivera, Public Works/R&B Director – Manuel Romero, Sr. Trial Attorney – Bill Arballo, AFSCME Representative)

Mr. Manuel Romero, Sr. Trial Attorney informed the board that the County Attorney's office and the grievant, Mr. Noel Pando, Heavy Equipment Operator II, Road and Bridge department, had reached a settlement agreement in reference to a one (1) day suspension, although it was not finalized. Legal counsel would provide a copy of the settlement agreement to the secretary of the board once the settlement agreement was filed, and then the grievance would be withdrawn.

**PAGE 3  
CIVIL SERVICE MINUTES  
NOVEMBER 6, 2007**

**MOTION #3 WITHDRAWN.  
ITEM #6**

Take appropriate action on a grievance filed/dated, April 30, 2007 regarding Yvonne Caldera, Office Specialist, Intermediate, Justice Peace #5, pertaining to **Termination/ and Rule 2.00, 2.01, 2.21, 6.01, 6.02, 6.06, 6.08, 6.10, 2.51, 2.52, and 2.55.** (Judge Monica Teran, Justice Peace #5 – Kitty Schild, Sr. Trial Attorney-Jim K. Jopling, Attorney at Law)

**ACTION:** It was moved by Commissioner Mitchell and seconded by Chairman Adame, to accept the withdrawal of a grievance filed/dated, April 30, 2007 regarding Yvonne Caldera, Office Specialist, Intermediate, Justice Peace #5, pertaining to **Termination/and Rule 2.00, 2.01, 2.21, 6.01, 6.02, 6.06, 6.08, 6.10, 2.51, 2.52, and 2.55** as requested by Mr. Jim Jopling, grievant's representative. He notified the commission in writing that his client, Ms. Yvonne Caldera did not wish to pursue the grievance.

VOTE: YES –Mitchell, Adame

Absent: Parra

MOTION CARRIED.

**MOTION #4 DENIED GRIEVANCE & UPHELD TERMINATION.  
ITEM #7**

Take appropriate action on a grievance filed/dated, June 6, 2007 regarding Dolores Bolanos, Senior Clerk II, County Clerk's office, pertaining to **Termination and Rule 7.09.** (Delia Briones – County Clerk, - Daniel Ordonez, Sr. Trial Attorney)

**ACTION:** It was moved by Commissioner Mitchell and seconded by Chairman Adame, to deny the grievance filed/dated, June 6, 2007 regarding Dolores Bolanos, pertaining to **Termination and Rule 7.09** and uphold the termination of Dolores Bolanos, Senior Clerk II, County Clerk's office.

VOTE: YES – Adame, Mitchell

Absent: Parra

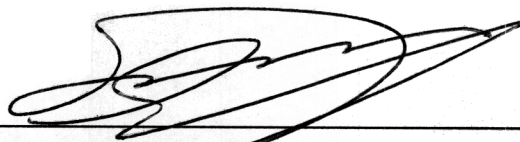
MOTION CARRIED.

**MEETING ADJOURNED**

**On this day, there being no further business to discuss, Commissioner Mitchell moved to adjourned the meeting, seconded by Chairman Adame at 6:15 p.m.**

VOTE: YES – Adame, Mitchell

MOTION CARRIED.



---

RAFAEL ADAME, CHAIRMAN



---

ESTELA SALGADO, RECORDING SECRETARY

cc: Anthony Cobos, County Judge