

This meeting may include one or more Commissioners that will participate by videoconference, and El Paso County employees that will participate by videoconference, which is allowed pursuant to Texas Government Code Section 551.127. A quorum of the Civil Service Commission will be physically present at the Enrique Moreno Courthouse, 500 East San Antonio, Alicia Chacon Commissioners Courtroom, 3rd floor, room 303, El Paso, Texas 79901. The meeting is open to the public during the open portions of the meeting, and the Commissioner participating by video conference shall be visible and audible to the public for as long as the Commissioner is able to participate. If you are wanting to provide a public comment, you are required to leave a message with your phone number prior to the meeting by dialing 888-835-7276 or 888-8 EL PASO. You will be contacted when it is time to address the Civil Service Commission.

EL PASO COUNTY



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DELIA BRIONES
COUNTY CLERK
EL PASO COUNTY, TEXAS

**CIVIL SERVICE COMMISSION
REGULAR MEETING AGENDA**

1:00 P.M., TUESDAY, NOVEMBER 5, 2024

500 E. San Antonio, Alicia Chacon Commissioners Courtroom, room 303

YouTube Channel: El Paso County, Texas Public Meetings

<https://www.youtube.com/channel/UC-2RxYOS6Y6VkDlp5eM0OLA>

Chair
Sharon Voelz

Commissioners
Yusuf E. Farran
Guillermo Silva

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

If you are wanting to provide a public comment, you are required to leave a message with your phone number prior to the meeting by dialing 888-835-7276 or 888-8 EL PASO. You will be contacted when it is time to address the Civil Service Commission.

Speaking time limits will be observed. During Public Comment, the speaking time limit is five (5) minutes per person. During discussion of an agenda item, the speaking time limit is five (5) minutes per person. Time cannot be delegated from one speaker to another.

CONSENT AGENDA

1. Approve the minutes of the Civil Service Commission Regular Meeting of August 06, 2024.
-- Submitted by Janet Sanchez, Civil Service Commission Secretary
2. Approve the ratification of the revised El Paso County Holiday Leave Policy. #5760-OP
-- Submitted by Janet Sanchez, Civil Service Commission Secretary
3. Approve the ratification of the El Paso County Paid Parental Leave Policy. #5410-OP
-- Submitted by Janet Sanchez, Civil Service Commission Secretary
4. Notify the Civil Service Commission that the grievance filed on July 23, 2024, by Jesus Quintero, former Animal Welfare employee, was withdrawn by the grievant on October 17, 2024.
-- Submitted by Janet Sanchez, Civil Service Commission Secretary
5. Receive notification of the resolution of the ARM (Alternative Resolution Meeting) for Amparo Pimentel, former Criminal Justice Department employee.
-- Submitted by Natalia Chaparro, Human Resources Department
6. Receive notification of the resolution of the ARM (Alternative Resolution Meeting) for Jennifer Escobedo, District Attorney's Office employee.
-- Submitted by Natalia Chaparro, Human Resources Department

REGULAR AGENDA

7. Discuss and approve the calendar for the 2025 regularly scheduled Civil Service Commission Meeting.
-- Submitted by Janet Sanchez, Civil Service Commission Secretary
8. Discuss and take appropriate action to approve the revised Dress Code Policy as presented by the El Paso County Clerk's Office. #6190-OP
-- Submitted by Natalia Chaparro, Human Resources Department

9. Discuss and take appropriate action regarding a nominee for the El Paso County Ethics Commission to serve the unexpired term of Matthew Keats of February 1, 2024, through January 31, 2026.
-- Submitted by Natalia Chaparro, Human Resources Department

GRIEVANCE HEARING

EXECUTIVE SESSION **PURSUANT TO TEXAS GOVERNMENT CODE §551.074**

10. Discuss whether the grievance filed on August 12, 2024, by Roy Davis, former Bailiff with the 388th District Court, pertaining to dismissal and improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause is within the jurisdiction of the El Paso County Civil Service Commission. If the Commission finds jurisdiction, the hearing will be heard at the next regularly scheduled Civil Service meeting.
--(Roy Davis, Grievant)
(Jed Untereker, Assistant County Attorney, County Attorney's Office)
11. Discuss whether the grievance filed on September 5, 2024, by Alfredo E. Luera, former Parks and Recreation Department employee, pertaining to dismissal, improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause is within the jurisdiction of the El Paso County Civil Service Commission. If the Commission finds jurisdiction, the hearing will be heard at the next regularly scheduled Civil Service meeting.
--(Alfredo E. Luera, Grievant)
(Bernardo R. Cruz, Assistant County Attorney, County Attorney's Office)
12. Discuss a grievance filed on October 1, 2024, by Lohin Gonzalez, former Facilities Management Department employee, pertaining to dismissal, improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause.
--(Lohin Gonzalez, Grievant)
(Bernardo R. Cruz, Assistant County Attorney, County Attorney's Office)

OPEN SESSION

13. Discuss and determine whether the grievance filed on August 1, 2024, by Roy Davis, former Bailiff with the 388th District Court, pertaining to dismissal and improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause is within the jurisdiction of the El Paso County Civil Service Commission. If the Commission finds jurisdiction, the hearing will be heard at the next regularly scheduled Civil Service meeting.
--(Roy Davis, Grievant)
(Jed Untereker, Assistant County Attorney, County Attorney's Office)

14. Discuss and determine whether the grievance filed on September 5, 2024, by Alfredo E. Luera, former Parks and Recreation Department employee, pertaining to dismissal, improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause is within the jurisdiction of the El Paso County Civil Service Commission. Further, discuss and take appropriate action pertaining to the Motion to Dismiss for Lack of Jurisdiction filed by Assistant County Attorney, Bernardo R. Cruz, on behalf of the Parks and Recreation Department, Public Works of El Paso County, Texas. If the Commission finds jurisdiction, the hearing will be heard at the next regularly scheduled Civil Service meeting.

--(Alfredo E. Luera, Grievant)

(Bernardo R. Cruz, Assistant County Attorney, County Attorney's Office)

15. Discuss and take appropriate action on the grievance filed on October 1, 2024, by Lohin Gonzalez, former Facilities Management Department employee, pertaining to dismissal, improper application of rules, regulations, and procedures and disciplinary actions taken against him without proper cause.

--(Lohin Gonzalez, Grievant)

(Bernardo R. Cruz, Assistant County Attorney, County Attorney's Office)

16. ADJOURN