



MINUTES
CIVIL SERVICE COMMISSION
TUESDAY, JANUARY 30, 2018

A meeting of the Civil Service Commission was held Tuesday, January 30, 2018. Chairperson Dolores Rodriguez called the meeting to order at 4:00 pm, at the Commissioner's Room located at 118 South Cage Blvd., 2nd Floor, Pharr, Texas.

MEMBERS PRESENT: Chairperson, Dolores Rodriguez
 Vice-Chairperson, Mario Lizcano
 Board Member, Vittorio Puente

STAFF PRESENT: Civil Service / HR Director, Anali Alanis
 Civil Service / HR Coordinator, Bea Fuentes
 Fire Chief, Lenny Perez
 Interim Police Chief Jose Luengo
 Deputy City Manager Ed Wylie
 City Attorney Patricia Rigney
 Civil Service Attorney Alan Ozuna
 Civil Service Attorney Rebecca Hayward

ITEM 1 CALL MEETING TO ORDER

Chairperson Rodriguez called the meeting to order.

**ITEM 2 ROLL CALL AND POSSIBLE ACTION ON THE EXCUSING OF
ANY ABSENT MEMBER OF THE CIVIL SERVICE COMMISSION**

Roll call established a quorum.

ITEM 3 PUBLIC COMMENTS

Dr. Kenneth C. Fletcher resides at 504 S. Diplomat.

Mr. Fletcher would like to say Thank you to FD and PD for all that they do and to remind everybody that they are taxpayers and paying the budget. Would like to remind everybody that works for the City about "official oppression" which is legally defined as intentional denial of any right or privilege knowingly refraining from a duty and pose by law on a person that works for the City. If anybody that works for the City is being told not to do something that's your job, you're being "officially oppressed" too. Mr. Fletcher would like to know who holds the title of Traffic Safety Officer. This has been brought up at the City Commission Meeting, it is on the City Charter, but still do not have a firm answer who the individual is, and he has several issues that need to be reported to that person. Dr. Fletcher has every legal recognized right to express his opinions, good or bad about the City especially when a taxpayer paying for the services. That especially applies to Developmental Services where his privilege is denied public hearing.

CIVIL SERVICE COMMISSION
January 30, 2018

ITEM 4(a) CONSIDERATION AND ACTION, IF ANY, ON MINUTES FOR NOVEMBER 27, 2017.

Vice-Chairperson Lizcano moved to approve minutes as submitted. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

ITEM 4(b) CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE RAW AND FINAL SCORES FROM THE PROMOTIONAL EXAM ADMINISTERED FOR LIEUTENANT FOR THE FIRE DEPARTMENT ON FRIDAY, JANUARY 19, 2018.

Mrs. Anali Alanis advised that Members packets will show the scores of 6 that tested and unfortunately no one passed the exam. Re-test date Feb.28, 2018.

Mr. Lizcano would like to know the efforts taken when individuals do not pass the exam, to ensure that we are providing the ample information needed for the people that are testing.

Mrs. Alanis informed that promotional exams are self-study, the reading material is provided by City of Pharr Civil Service; however at the own pace of the employee.

Vice-Chairperson Lizcano moved to approve item. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

ITEM 4(c) CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE RAW AND FINAL SCORES FROM THE PROMOTIONAL EXAM ADMINISTERED FOR ENGINEER FOR THE FIRE DEPARTMENT ON FRIDAY, JANUARY 19, 2018.

Mrs. Alanis advised that Members packets will show the scores of 24 that tested and 2 passed the exam.

Vice-Chairperson Lizcano moved to approve item. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

ITEM 4(d) CONSIDERATION AND ACTION, IF ANY, APPROVING AND ACCEPTING THE ELIGIBILITY LIST FROM THE PROMOTIONAL EXAM ADMINISTERED FOR ENGINEER FOR THE FIRE DEPARTMENT ON FRIDAY, JANUARY 19, 2018.

Mrs. Alanis advised that Members packets will show the names of the 2 applicants that passed the exam.

Vice-Chairperson Lizcano moved to approve item. Board Member Puente seconded the motion and when put to a vote, it carried unanimously.

ITEM 4(E) CONSIDERATION AND POSSIBLE ACTION REGARDING POLICE CHIEF JOSE LUENGO'S REQUEST UNDER THE TEXAS LOCAL GOVERNMENT CODE 143.081 FOR CONSIDERATION OF LT. ABRAM ROBLES' FITNESS FOR DUTY.

Atty. Rebecca Hayward provided the Commission with documents referring to Lt. Robles fit for duty issue at hand. The statute under Civil Service 143.081 governs and outlines the procedures and steps to move forward when there is an issue of whether a firefighter or police officer may not be fit for duty. Step 1 has been followed, Lt. Robles has gone to his personal physician and provided a report which has been provided to the Commission. Under 143.081, if the department head or the Commission and or the firefighter or police officer has a question, as to the medical report from step 1, the Commission is addressed and asked to proceed to step 2, which is that Mr. Robles goes to see another physician that the City has chosen to get a 2nd opinion. Proposed order has been provided to the City Attorney Patricia Rigney and Civil Service Attorney Alan Ozuna. Requesting to authorize Chief Luengo to proceed with step 2.

Vice-Chairperson Lizcano requested to meet in executive session to further discuss.

Mrs. Alanis advised step 2 should be done within 30 days.

Board Member Puente moved to approve item. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

ITEM 5 ADMINISTRATIVE REPORTS

Fire Chief Perez informed the Commission on the posting of the Lieutenant test date, 2 new Engineers will be sent to their physicals soon and promoted in a couple of weeks. 6 new AED's have been purchased thru CDBG grant. New (Adult, Child and Infant) mannequins have been purchased for CPR training and firefighters have gone thru training to utilize them. Mannequins will be made available for any citizen needing CPR training. Ground breaking ceremony for Station #4 is scheduled for February 15th. Agility testing to be held this month, Commission is invited.

Mr. Lizcano continues to ask how the ambulance service is being monitored, in any contractual agreement we need to make sure that training and support and the knowhow of where they are at, because of specific ambulances that are needed to be placed inside the City. Mr. Lizcano would like to know if there is an ambulance board being put together, so that they can monitor them or will they only be getting spot checked? Ambulance service stated they would be reimbursing the City for the calls being placed, is there a set amount that is being utilized for the ambulance service already and has the City been paid back?

Chief Perez confirmed that the City has been receiving checks from the Ambulance service for every transport that they do.

CIVIL SERVICE COMMISSION

January 30, 2018

Mr. Lizcano stated that previous request had been made for the Commission to have more involvement in the construction of the new fire station if not to input to review. Wants to ensure that the firefighter have the necessary space and privacy needed.

Chief Perez assures the Commission that all input regarding the construction of the station has come directly from the firefighters.

Interim Police Chief Luengo reported 1 opening for Sergeant at the PD, testing to be done in the next 90 days. Processing the eligibility list for the 6-9 peace officer vacancies, going certified officer preferred. 3 officers have been certified as K9 officers. 3 new investigators have been appointed and filling in slots on the SWAT team. Appointing of new training coordinator to take place in the near future.

ITEM 6 CIVIL SERVICE COMMENTS

Mr. Lizcano would like to make a recommendation to develop an ambulance board.

ITEM 7 CIVIL SERVICE DIRECTORS REPORT

Mrs. Alanis announced the promotional exams previously mentioned, Lieutenant for FD on February 28, 2018 and Sergeant for PD on April 12, 2018. PD continues with the entry level eligibility list for peace officer, currently at applicant 36. Vacancies were created thru a Grant received.

Mr. Lizcano is requesting to view exit interview comments regarding reasons for leaving City of Pharr employment.

ITEM 8 EXECUTIVE SESSION: IN ACCORDANCE WITH CHAPTER 551 OF THE TEXAS GOV'T. CODE, THE CIVIL SERVICE BOARD OF COMMISSIONERS HEREBY GIVES NOTICE THAT IT MAY MEET IN EXECUTIVE SESSION TO DISCUSS THE ITEMS LISTED ON THE PUBLIC PORTION OF THE MEETING AGENDA, INCLUDING ITEM(S) 3-8 IN ACCORDANCE WITH THE FOLLOWING PURSUANT TO SECTION 551.071, 551.074, 551.075, 551.076 AND 551.084

The time being 4:11 pm, Chairperson Rodriguez stated the commission would be entering a closed session.

ITEM 9 RECONVENE INTO REGULAR SESSION, AND CONSIDER ACTION, IF NECESSARY ON ANY ITEM(S) DISCUSSED IN EXECUTIVE SESSION.

The time being 4:33 pm, Chairperson stated the commission would be resuming the open meeting.

No Action

ITEM 10 ADJOURNMENT

There being no further business to come before, Vice-Chairperson Lizcano moved to adjourn. It was seconded by Board Member Puente and when put to a vote the motion carried unanimously. Meeting adjourned at 4:52 pm.


Chairperson Dolores Rodríguez


Vice-Chairperson Mario Lizcano


Board Member Vittorio Puente