

Meeting of the Civil Service Board

**Present:** Chair Ron Chapman, Jr., Vice-Chair Marvin M. Lane, Jr., George L. Allen, Jr., Juan C. Hernandez, F. Ray Hill, Pat Parrish, Alicia S. Voltmer

**Attendees:**

Michael Cano, Job Applicant  
Scott Clumpner and daughter – Fire - Rescue Department  
John Cook, Assistant Chief – Fire – Rescue Department  
Debra Carlin, Assistant Chief - Fire – Rescue Department  
George Florence, Captain - Fire – Rescue Department  
Daniel Garcia, Assistant Chief – Dallas Police Department  
Billy Ingram, Fire – Rescue Department  
David Kunkle, Chief – Dallas Police Department  
David Larson, Rehire Applicant  
Rudy Lopez, Citizen  
Jason McClain, Assistant City Attorney  
Janice Moss, Senior Assistant City Attorney  
Daniel Salazar, Deputy Chief - Fire – Rescue Department  
Alfredo Saldaña, Rehire Applicant

**Civil Service Department Staff:**

Michelle Hanchard, Assistant Director  
Sheneice Hughes, Supervisor IV  
Patricia Marsolais, Secretary to the Civil Service Board  
Kimberly Martin, Senior Human Resource Analyst  
Pamela McDonald, Manager – Examining and Recruitment Division  
Poornima Rikhilal, Administrative Specialist  
Martha Santos, Executive Assistant

The meeting was called to order at 8:30 a.m.

The Board unanimously approved the minutes of the November 6, 2008 regular meeting and addendum. The Board unanimously approved the minutes of the December 4, 2008 regular meeting

The Board heard the rehire appeal of former Park and Recreation Department employee David Larson. After much discussion with Mr. Larson about his previous employment with the City and consideration of material provided for the Board's review, Mr. Larson's request to apply for employment opportunities with the City was unanimously approved.

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The Board heard the rehire appeal of former Police Deputy Chief Alfredo Saldaña. After much discussion with Mr. Saldaña about his departure from the City of Dallas, consideration of material provided for the Board's review, and comments by Chief David Kunkle, the Board voted five to two to deny his request to apply for employment with the City of Dallas.

Voting Nay: Chapman, Allen, Hill, Parrish, Voltmer    Voting Aye: Hernandez, Lane

The Board unanimously voted to reject Michael J. Cano's disqualification from applying for City employment since he did not appear for the meeting. When Mr. Cano arrived late the Board rescinded its earlier vote. After much discussion with Mr. Cano the Board rejected his request to apply for City jobs.

Captain George Florence briefed the Board on the proposed Civil Service rule changes to Rule XXIV REQUIREMENTS FOR TRAINEE FIRE AND RESCUE OFFICER AND TRAINEE PREVENTION OFFICER, Section 1 (A) (1) and 1 (A) (8). Recent changes to the wording by the military for discharges entitled "uncharacterized" are not allowable under current Civil Service rules. Often these discharges are entry level separations for numerous reasons that would not disqualify a candidate for the Fire-Rescue Department. The Secretary and Senior Assistant City Attorney Janice Moss described the lengthy process involved in achieving a rule change, the final step being City Council approval. Pending the requested rule change, the new criteria would impact the 2010 recruitment. The Board and Senior Assistant City Attorney Janice Moss recommended that the wording of the rule change be more specific as to what "uncharacterized" discharges will be accepted based on Fire-Rescue Department standards. The Chair asked Assistant Chief Cook to ensure that the City Manager is aware of the proposed change in language to the rules.

With a few changes the Board approved the fiscal year 2007-2008 Annual Report.

Staff presented the Board with the revised feedback questionnaire for assessment center participants. Suggestions from the Board at a previous meeting had been incorporated. The Board gave staff the "go" to begin using the document. It will be used at the upcoming Fire Battalion Chief's Assessment Center.

The Secretary submitted the Probationary Extension Report for the Board's information.

The Board agreed to change its meeting day to the first Tuesday of the month. Meetings will still begin at 8:30 a.m. A revised schedule will be sent out.

The Secretary gave the Board an update on the current budget year status. According to the City Manager the City is facing a 150-200 million dollar gap due to the drop in sales tax revenue and other issues associated with the economic downturn. All of this will impact the FY 09-10 budget process that is underway. Reductions in department budgets may be as high as 15 to 20%. Mr. Lane reemphasized that if cuts to the Civil Service budget become necessary, it will be important to quantify the consequences of those reductions.

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In department news, the Board thanked K.T. Abraham for his 25 years of dedicated service to the Civil Service Department and congratulated him on his pending retirement at the end of the month.

The Chair reminded Board members that financial disclosure reports have been sent out and are due to be returned by a specific date in April.

A closed executive session was held from 9:37 a.m. to 9:50 a.m. to review the Secretary's FY 2008-09 goals and objectives with her. There was no vote taken during the session.

There being no further business before the Board, the meeting was adjourned at 9:52 a.m.

(A complete transcription of this meeting is available)

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**ATTESTED**

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**APPROVED**