

Meeting of the Civil Service Board

Present: Chair Ron Chapman, Jr., George L. Allen, Jr., Juan C. Hernandez, F. Ray Hill

Absent: Vice-Chair Marvin M. Lane, Jr., Pat Parrish

Attendees:

John Cantu, Recruiter, Personnel Unit - Fire-Rescue Department
John Cook, Assistant Chief – Fire-Rescue Department
Marie Crowder, Rehire Applicant
Ray Hawkins, Rehire Applicant
Lydell Hubbard, Rehire Applicant
Billy Ingram, Fire-Rescue Department
Jason McClain, Assistant City Attorney
Daniel Salazar, Deputy Chief - Fire-Rescue Department
Donald Thomas, Rehire Applicant

Civil Service Department Staff:

Michelle Hanchard, Assistant Director
Sheneice Hughes, Supervisor IV
Patricia Marsolais, Secretary to the Civil Service Board
Pamela McDonald, Manager – Examining and Recruitment Division
Martha Santos, Executive Assistant

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

The Board unanimously approved the minutes of the February 5, 2009 regular meeting.

The Board heard the rehire appeal of former Dallas Water Utilities employee Marie Crowder. After much discussion with Ms. Crowder about her previous employment with the City and consideration of material provided for the Board's review, Ms. Crowder's request to apply for employment opportunities with the City was unanimously approved.

The Board heard the rehire appeal of former Code Compliance employee Ray Hawkins. After much discussion with Mr. Hawkins about his previous employment with the City and consideration of material provided for the Board's review, Mr. Hawkins' request to apply for employment opportunities with the City was unanimously denied.

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

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

Code Compliance Manager Neely Blackman did not appear to address the Board to challenge the review of his application for a promotional position due to illness.

The Chair announced the prospective amendments to Civil Service Rule XXIV REQUIREMENTS FOR TRAINEE FIRE AND RESCUE OFFICER, Sections 1 (A) (1), 1 (A) (8) and 1 (B) (1) and 1 (B) (6). He opened up the floor for comments. The Secretary advised that no written comments had been received.

Captain George Florence pointed out to the Board that during the application process for entry level Fire-Rescue Officer it came to the Fire-Rescue Department's attention that several applicants had a type of military discharge (i.e., "uncharacterized") that disqualified them from consideration. Captain Florence indicated that the applicants had not served enough time in the military to qualify for a standard discharge. The Fire-Rescue Department would like the Civil Service rule to be changed to accommodate applicants with this military discharge.

Board member Hernandez inquired if the research also showed that there were other types of discharges that would be acceptable to the department such as a general discharge under honorable conditions. Board member Hill suggested it might be better to address all of the different types of discharges with one rule change. Chief Cook indicated the change would not apply until the 2010 entry level examination for Fire-Rescue Trainee so if the Board would like to have all possible types of discharges addressed by one rule change that was fine. It would also give the Fire recruiters a chance to confer with their counterparts in the Police Department to see if they want to make the same modifications.

Mr. Hernandez volunteered his services to assist the Fire Department in sorting out the types of discharges. With all comments heard, the Board voted to close the public hearing. No vote was taken on the proposed rule amendments.

A closed executive session was held pursuant to Section 551.074 of the Texas Open Meetings Act from 9:09 a.m. to 9:26 a.m. to receive an update from the Secretary on her progress toward fulfilling FY 2008 – 2009 goals and objectives. No action was taken.

A closed executive session was held pursuant to Section 551.074 of the Texas Open Meetings Act from 9:26 a.m. to 9:42 a.m. to discuss the impact of a five percent reduction in staffing/operations in the current year's budget. No action was taken.

A closed executive session was held pursuant to Section 551.074 of the Texas Open Meetings Act from 9:42 a.m. to 10:17 a.m. to discuss the impact of the proposed FY 09-10 budget on department staffing/operations. No action was taken.

There being no further business before the Board, the meeting was adjourned at 10:18 a.m.

(A complete transcription of this meeting is available)

ATTESTED

APPROVED