

Meeting of the Civil Service Board

Present: Vice-Chair Steve Sanderfer, George L. Allen, Jr., F. Ray Hill, Joseph L. Phifer, Alicia Voltmer

Absent: Marvin M. Lane, Jr., Pat Parrish

Attendees*:

Louie Bright, Assistant Chief - Dallas Fire-Rescue
Cory Davis, Rehire Applicant
LaSherin Dawson, Rehire Applicant
Gregory B. Grant, Rehire Applicant
Harold Gray, Rehire Applicant
LaNece Hill, Rehire Applicant
Jennifer Huggard, Assistant City Attorney
Jason McClain, Assistant City Attorney
Janice Moss, Senior Assistant City Attorney
Ayeh Powers, Assistant City Attorney
Kevin F. Sipes, Deputy Chief - Fire Prevention, Education and Inspection
Robert Sneed, Rehire Applicant
Roderick Tolor, Grievant
Benny Williams, Rehire Applicant
Rory D. Williams, Rehire Applicant

**A few attendees did not sign in so they remain unidentified*

Civil Service Department Staff:

Michelle Hanchard, Assistant Director
Patricia Marsolais, Secretary to the Civil Service Board
Pamela McDonald, Manager – Examining and Recruitment Division
Dawne Payne, Sr. Human Resources Analyst
Martha Santos, Executive Assistant
Joanne Ung, NEOGOV Process Review Manager

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

The minutes of the Thursday, February 7, 2008 regular meeting were unanimously approved.

The Board heard the rehire appeal of former Dallas Water Utilities employee Harold Gray. After much discussion with Mr. Gray about his previous employment with the City and consideration of material provided for the Board's review, the Board denied the motion for rehire. Voting Nay: Sanderfer, Hill, Phifer, Voltmer Voting Aye: Allen

Meeting of the Civil Service Board
Page 2

The Board heard the rehire appeal of former Aviation Department employee Robert Sneed. After much discussion with Mr. Sneed about his previous employment with the City and consideration of material provided for the Board's review, the Board approved the motion to deny the rehire request. Voting Aye: Sanderfer, Hill, Phifer, Voltmer Voting Nay: Allen

The Board heard the rehire appeal of former Sanitation Department employee Gregory B. Grant. After much discussion with Mr. Grant and consideration of material provided for the Board's review, the Board unanimously approved the request to apply for City employment.

The Board heard the rehire appeal of former Fire-Rescue Department employee LaNece A. Hill. Fire Deputy Chief Kevin Sipes indicated that Ms. Hill had refused to take a drug and alcohol test, was absent without approved leave, and insubordinate. After much discussion with Ms. Hill and consideration of material provided for the Board's review, the Board unanimously approved the motion to deny the request.

The Board heard the rehire appeal of former Park and Recreation Department employee LaSherin Dawson. After much discussion with Ms. Dawson and consideration of material provided for the Board's review, the Board unanimously approved the request to reapply for City employment.

The Board heard the rehire appeal of former Code Compliance Department employee Cory Davis. After much discussion with Mr. Davis and consideration of material provided for the Board's review, the Board denied the motion to approve the rehire. Voting Nay: Sanderfer, Phifer, Voltmer Voting Aye: Allen, Hill

The Board heard the rehire appeal of former Street Services Department employee Rory D. Williams. After much discussion with Mr. Williams about his previous employment with the City and consideration of material provided for the Board's review, the Board unanimously approved the request to reapply for City employment.

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

The Secretary advised the Board that the City Manager had formed a Civilian Employee Grievance Procedure Committee in response to civilian employees' complaints to City Council over the last few months. The Secretary and Assistant Director are on the Committee along with Human Resources Department employees, members of the United Steelworkers Union and the City Attorney's Office. The Committee is currently researching grievance and appeal processes used by other Texas cities. There have been no recommendations made by the Committee to date.

The Secretary gave the Board an update on the fiscal year 2008/2009 budget process. The department was given a target figure to work with in submitting bids for the six services we provide. This is a seven percent reduction in the current year funds for the department. In addition, each department has been asked to submit a ten percent reduction plan for the present year's funding. It is unknown what, if anything, the City Manager will do with current year funding due to some revenue shortages that have arisen. Although the Board believes a letter to the City Manager about the ten percent reduction could be a problem based on the events of the past few months the Secretary has been authorized to draft one.

The Secretary announced that there will be a Special Civil Service Board meeting on Tuesday, April 1, 2008 in which the City Manager will answer the Board's questions about possible violations of the Dallas City Charter and privacy of City employees and general applicants regarding application data and related information. The Board sent Ms. Suhm a follow-up set of questions on February 7, 2008 in response to her January 18, 2008 answers to questions posed by the Board on November 27, 2008. The meeting is scheduled for 9:00 a.m. to 11:00 a.m.

The Board heard the grievance appeal of Water Utilities employee Roderick Tolor alleging discrimination in promotion based on race and color. The City was represented by Assistant City Attorney Ayeh Powers. Assistant Director Chris Kaakaty was the Water Utilities department representative for the hearing. Mr. Tolor represented himself. After hearing testimony and receiving documents from Mr. Tolor, the Board found in favor of the City and granted its Motion for a Directed Verdict. Mr. Tolor had not proven his case.

In department news the Secretary announced that Coordinator Savina Rikhilal had given birth to a baby boy on March 5, 2008. Congratulations were extended from all.

There being no further business before the Board, the meeting was adjourned at 12:26 p.m.

(A complete transcription of the meeting portion is available) A transcription of the hearing has not been requested

ATTESTED

APPROVED