

Regular Meeting of the Civil Service Board

Present: Vice-Chair Steve Sanderfer, F. Ray Hill, Marvin M. Lane, Jr., Pat Parrish

Attendees:

Rett Blankenship - Captain, Dallas Fire-Rescue
Louie Bright, – Executive Assistant Chief, Dallas Fire-Rescue
Mike Buehler – President, Dallas Fire Fighter’s Association
Eddie Burns, Sr. - Chief, Dallas Fire-Rescue
Debbie Carlin – Assistant Chief, Dallas Fire-Rescue
Tom Chase - Captain, Dallas Fire-Rescue
Shawn Gary - President, Dallas Black Fire Fighter’s Association
Lafayette Hamilton – Rehire Applicant
Liz Hilton, Dallas Fire-Rescue Recruiter
James Hunter – Dallas Fire-Rescue
Bill Ingram - Dallas Fire-Rescue Recruiter
Kenneth Johnson - Deputy Chief, Dallas Fire-Rescue
Jerry Knoerr, Deputy Chief, Dallas Fire-Rescue
Antonio Martinez – Rehire Applicant
Jason McClain– Assistant City Attorney
Robert Myers - Captain, Dallas Fire-Rescue
Mike Otto – Lieutenant, Dallas Fire-Rescue
Leopoldo Perez – Rehire Applicant
Joe Pierce - Deputy Chief, Dallas Fire-Rescue
Ayeh Powers – Assistant City Attorney
Daniel Salazar – Deputy Chief, Dallas Fire-Rescue
David Serna, Agenda Speaker
Tom Tanksley – Assistant Chief, Dallas Fire-Rescue
Tom Taylor – Grievance Chair, Dallas Fire Fighter’s Association
Joe Vasquez - Assistant Chief, Dallas-Fire Rescue

Other Attendees:

Sonia Boyd
Shenetra Brow
Emily Campa
George Florence
Irvin Jackson
Derek Jordon
Shakietha Moore
Antony Roberson
Michael Vast
Shannon Verdez
Angie Wilson
Brian Williams
Jacqueline William

Civil Service Department Staff:

Del Duerr, Sr. Human Resource Analyst
Michelle Hanchard, Assistant Director
Sheneice Hughes, Test Development and Validation Division Coordinator
Millie Laird, Sr. Human Resource Analyst
Patricia Marsolais, Secretary to the Board
Pamela McDonald, Sr. Human Resource Analyst
Dawne Payne, Sr. Human Resource Analyst
Martha Santos, Interim Executive Assistant
Eddie Thames, Sr. Human Resource Analyst

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

The minutes of the Monday, March 5, 2007 meeting were unanimously approved.

The Board heard the rehire appeal of former Water Utilities Department employee Lafayette Hamilton. After much discussion with Mr. Hamilton about his previous employment with the City and consideration of material provided for the Board’s review, the Board unanimously denied Mr. Hamilton’s request to reapply for City employment.

**Regular Meeting of the Civil Service Board
Page 2**

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

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

Former probationary Fire and Rescue Officer Trainee David Serna asked the Board to allow him to take the test for Fire Prevention Officer Trainee. The test was originally given on October 31, 2006. Although Civil Service staff forwards rapid response notices of eligibility and test dates to applicants through their departments, Mr. Serna, a Fire and Rescue Officer Trainee at the time the notices were sent out, indicated that he did not receive his and therefore, was not able to take the examination. After discussing Fire Department general orders with Deputy Chief Dan Salazar about an employee's right to speak to the Civil Service Board, the Board voted unanimously to permit Mr. Serna to take the examination. Staff will contact him to schedule a mutually convenient date to do so. The Board would like to revisit the issue of Fire-Rescue employees speaking to the Board at a future meeting.

The Board entered executive session from 9:10 a.m. to 9:22 a.m. pursuant to Section 555.071 of the Texas Open Meetings Act to receive legal advice from the City Attorney on the proposed rule changes to Civil Service RULE XIV PROMOTIONS, Section 4B Fire Department. Minimum Requirements for Promotion and Rule XXIV REQUIRMENTS FOR TRAINEE FIRE AND RESCUE OFFICER AND TRAINEE FIRE PREVENTION OFFICER. After coming out of closed session the Vice-Chair announced that it was determined that the rule changes need more revision based on comments received. There will not be a public hearing or vote on the changes today. The matter will be scheduled for the next meeting.

The Secretary stated that a copy of the Internal Services Customer Satisfaction Survey results had been sent to Board Members. A copy will circulated to staff for their review. The Secretary felt the results were good and offer solid opportunities for improvement.

The Secretary presented the Board with the Probationary Extension Report for their information.

The Board heard the administrative appeal of Fire-Rescue Lieutenant Michael Otto alleging that questions number 1, 14, 15, 16, 22, 24, 65, 77, 79, and 100 on the August 23, 2006 written examination for Fire-Rescue Captain were not related to "Knowledge Areas" listed on the examination announcement. The City was represented by Assistant City Attorney Ayeh Powers. Tom Taylor, Grievance Chair of the Dallas Fire Fighter's Association, represented Lieutenant Otto. At the grievant's request the hearing was open to the public. At the outset the grievant amended his complaint to only questions 1, 14, and 79. The Board received documentary evidence and heard testimony from Lieutenant Michael Otto, Captain Rett Blankenship, Captain Robert Myers, Captain David Thomas Chase. Following the grievant resting his case, Assistant City Attorney Powers made a motion for a Directed Verdict. The Board voted three to one to grant the City's Motion and dismissed the appeal due to the fact that the grievant failed to prove his case. Voting Aye – Hill, Lane, Parrish, Voting Nay – Sanderfer.

There being no further business before the Board, the meeting adjourned at 12:13 p.m.

APPROVED

ATTESTED

Attested for Michael Otto Hearing Only