



**MUNICIPAL CIVIL SERVICE COMMISSION  
MINUTES**

**SPECIAL CALLED MEETING  
Monday, September 22, 2014**

The Municipal Civil Service Commission convened in a special called meeting on Monday, September 22, 2014 at the Waller Creek Building located at 625 East 10<sup>th</sup> Street, Room 104, in Austin, Texas.

**Chair Kovach called the Commission meeting to order at 9:01 a.m.**

**Commissioners in Attendance:**

Kimberlee Kovach, Chair  
Teresa Perez-Wiseley, Vice-Chair  
Pamela Lancaster  
Lynn Rubinett  
Kevin Russell

**Staff in Attendance:**

Karen Sharp, HR Assistant Director  
Rebecca Kennedy, Municipal Civil Service Administrator  
Pamela Wade, Municipal Civil Service Coordinator  
Leslie Tello, Interim Municipal Civil Service Coordinator  
Michael Cronig, Attorney

**1. CITIZENS COMMUNICATION: GENERAL**

- a. NONE

**2. APPROVAL OF MINUTES**

- a. The minutes of the August 25, 2014 special called meeting were approved on Commissioner Russell's motion, Vice-Chair Perez-Wiseley's second on a 5-0 vote.

**3. HEARING**

- a. Conduct a hearing on the appeal filed by Thomas Hernandez regarding his discharge from the Public Works Department.

**The hearing was conducted on the appeal filed by Thomas Hernandez regarding his discharge from the Public Works Department.**

- b. Deliberate in closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), regarding the appeal of Thomas Hernandez of his discharge from the Public Works Department.

**The Commission deliberated in closed session the appeal of Thomas Hernandez of his discharge from the Public Works Department.**

- c. Possible action and decision regarding the appeal of Thomas Hernandez of his discharge from the Public Works Department.

**The motion to uphold the decision that the City of Austin made in the termination case of Mr. Thomas Hernandez was approved on Vice-Chair Perez-Wiseley's motion, Commissioner Russell's second, on a 5 – 0 vote.**

#### **4. STAFF BRIEFING**

- a. Staff briefing regarding future appeals and dates.

**Presentation was made by:**

Karen Sharp, Assistant Director, Human Resources Department

- b. Staff briefing regarding an update on implementation of the Municipal Civil Service Rules.

**Presentation was made by:**

Karen Sharp, Assistant Director, Human Resources Department

#### **5. NEW BUSINESS**

- a. Discussion and possible action on future meeting dates.

**The motion to cancel the September 29, 2014 Special Called Meeting of the Municipal Civil Service Commission was approved on Commissioner Lancaster's motion, Vice-Chair Perez-Wiseley's second, on a 5-0 vote.**

#### **6. OLD BUSINESS**

- a. Commission discussion on hearing proceedings and process.

**Discussion was held on hearing proceedings and process.**

- b. Discuss the status of the request for Council to approve a recommendation regarding compensation for the Municipal Civil Service Commissioners.

**Discussion was held on the request for Council to approve a recommendation regarding compensation for the Municipal Civil Service Commissioners.**

#### **5. FUTURE AGENDA ITEMS**

- a. Continue to include on future agendas an item to debrief the hearing proceedings and process.

- b. Continue to include on future agendas an item to discuss an update on the request for Council to approve a recommendation regarding compensation for the Municipal Civil Service Commissioners.**
- c. Include an item on a future agenda, after three to four additional hearings have been held, on the City's performance management system, Success Strategy Performance Review (SSPR) and on the City's Progressive Discipline process.**

**6. ADJOURNMENT**

**Chair Kovach adjourned the meeting at 5:07 p.m. on Vice-Chair Perez-Wiseley's motion, Commissioner Lancaster's second, on a 5-0 vote.**