

**MUNICIPAL CIVIL SERVICE COMMISSION  
MEETING MINUTES**

**Monday, March 28, 2016**



**MUNICIPAL CIVIL SERVICE COMMISSION  
MINUTES**

**REGULAR MEETING  
Monday, March 28, 2016**

The Municipal Civil Service Commission convened in a regularly scheduled meeting on Monday, March 28, 2016 at the Waller Creek Building located at 625 East 10<sup>th</sup> Street, Room 104, in Austin, Texas.

**Chair Lancaster called the Commission meeting to order at 9:02 a.m.**

**Commissioners in Attendance:**

Pamela Lancaster, Chair  
Teresa Perez-Wiseley, Vice-Chair  
Lottie A. Dailey  
Michael Murphy  
Melissa Rogers

**Staff in Attendance:**

Jeff Burton, Acting Assistant Director  
Sylba Everett, Municipal Civil Service Administrator  
Vera Labriola, Municipal Civil Service Coordinator  
April Shaw, Municipal Civil Service Coordinator  
Ngoc Thai, Network Administrator

**1. CITIZENS COMMUNICATION: GENERAL**

**Esther Weekes donated her time to Charles Williams. Charles Williams addressed the Commission regarding the appeal hearing of Esther Weekes.**

**2. APPROVAL OF MINUTES**

**The minutes of the February 8, 2016, regular meeting were approved on Chair Lancaster's motion, Vice Chair Perez-Wiseley's second on a 5-0 vote.**

**3. HEARING**

- a. Conduct a hearing on the appeal filed by Eric Gomez regarding his discharge from the Development Services Department.

**The hearing was conducted on the appeal filed by Eric Gomez regarding his discharge from the Development Services Department.**

- b. Deliberate in closed session, pursuant to 551.074 of the Texas Government Code (personnel exception), regarding the appeal of Eric Gomez regarding his discharge from the Development Services Department.

**The Commission deliberated in closed session on the appeal of Eric Gomez regarding his discharge from**

**the Development Services Department.**

- c. Possible action and decision regarding the appeal of Eric Gomez regarding his discharge from the Development Services Department.

**The Municipal Civil Service Commission moved that the City has met its burden of proof to demonstrate an objectively reasonable, good faith belief by management to have cause to discharge Eric Gomez and the appeal was denied on Chair Lancaster's motion; Vice Chair Perez-Wiseley's second on a 4-1 vote. Those members voting aye were: Chair Lancaster, Vice Chair Perez-Wiseley, Commissioner Murphy, and Commissioner Rogers. Those members voting nay were: Commissioner Dailey.**

**4. NEW BUSINESS**

Discussion and possible action regarding a recommendation to the Audit and Finance Committee, of the Austin City Council, for the Chair of the Municipal Civil Service Commission.

**The motion to recommend Commissioner Lancaster for the Chair of the Municipal Civil Service Commission was approved on Commissioner Murphy's motion; Commissioner Dailey's second on a vote of 4-0-1 vote. Commissioner Lancaster abstained from voting.**

**5. OLD BUSINESS**

- a. Discussion and possible action to review the Municipal Civil Service Rules and provide input to the Municipal Civil Service Director.

**Discussion was held on review of the Municipal Civil Service Rules and input to the Municipal Civil Service Director.**

- b. Discussion and possible action regarding compensation for the Municipal Civil Service Commissioners.

**Discussion was held regarding compensation for the Municipal Civil Service Commissioners.**

- c. Discussion and possible action on appeal hearing proceedings and process.

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

- d. Discussion and possible action on future meeting dates, times and locations.

**Discussion was held on future meeting dates, times and locations. Commissioners requested that the staff research availability of the Waller Creek Center and the possibility to hold two Commission meetings during the same week.**

**The Commission cancelled their April 11, 2016 meeting.**

**6. FUTURE AGENDA ITEMS**

- a. Discussion regarding the appeal hearing of Esther M. Weekes.

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- b. Discussion and possible action regarding Council Resolution No. 20160324-014, concerning protections for city employees regarding workplace discrimination, harassment, and retaliation.**

**ADJOURNMENT**

**Chair Lancaster adjourned the meeting at 5:57 p.m. on Vice Chair Perez-Wiseley's motion, Commissioner Dailey's second, on a 5-0 vote.**