



**NOTICE OF SPECIAL  
CIVIL SERVICE COMMISSION  
OF THE  
CITY OF SOCORRO**

.....  
THE FACILITY IS WHEELCHAIR ACCESSIBLE AND ACCESSIBLE PARKING SPACES ARE AVAILABLE. REQUESTS FOR ACCOMMODATION FOR INTERPRETIVE SERVICES MUST BE MADE 48 HOURS PRIOR TO THIS MEETING. PLEASE CONTACT THE CITY CLERK'S OFFICE AT (915) 858-2915 FOR FURTHER INFORMATION.

LA INSTALACIÓN ES ACCESIBLE PARA SILLAS DE RUEDAS Y HAY PLAZAS DE ESTACIONAMIENTOS DISPONIBLES. LAS SOLICITUDES DE ADAPTACIÓN PARA SERVICIOS DE TRADUCCIÓN DEBEN HACERSE 48 HORAS ANTES DE ESTA REUNIÓN. COMUNÍQUESE CON LA OFICINA DEL SECRETARIO DE LA CIUDAD AL (915) 858-2915 PARA OBTENER MÁS INFORMACIÓN

.....

NOTICE IS HEREBY GIVEN THAT A SPECIAL MEETING OF THE CIVIL SERVICE COMMISSION OF THE CITY OF SOCORRO, TEXAS WILL BE HELD ON MONDAY THE 18<sup>th</sup> DAY OF MARCH 2024 AT 6:00 P.M. AT THE CITY HALL CHAMBERS, 860 N. RIO VISTA RD., SOCORRO, TEXAS AT WHICH TIME THE FOLLOWING WILL BE DISCUSSED:

THIS WRITTEN NOTICE, AND THE MEETING AGENDA, ARE POSTED ONLINE AT [HTTP://COSTX.US/BOARDS-COMMISSION](http://COSTX.US/BOARDS-COMMISSION) THE PUBLIC CAN ALSO ACCESS THE MEETING BY CALLING TOLL FREE-NUMBER 844-854-2222 ACCESS CODE 323610.

THE PUBLIC MAY CALL IN 844-854-2222 ACCESS CODE 323610 BY 5:30 PM MOUNTAIN STANDARD TIME (MST) ON THE 18<sup>th</sup> DAY OF MARCH 2024, TO SIGN UP FOR PUBLIC COMMENT AND THE AGENDA ITEM THEY WISH TO COMMENT ON. THE PUBLIC THAT SIGNED UP TO SPEAK WILL BE CALLED UPON BY THE PRESIDING OFFICER DURING THE MEETING.

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1. Call to order
2. Pledge of Allegiance and a Moment of Silence

**3. Establishment of Quorum**

**PUBLIC COMMENT**

**4. Public Comment**

**CONSENT AGENDA**

**5. *Excuse* absent commissioners.**

*Olivia Navarro*

**6. *Approval* of Special Civil Service Commission Meeting Minutes of February 29, 2024.**

*Olivia Navarro*

**REGULAR AGENDA**

**7. *Discussion and action* on selection of Chairman, Vice-Chairman and Secretary.**

*Carol Candelaria*

**8. *Discussion and action* on the grievance submitted by Oscar Gallegos**

*Carol Candelaria*

**EXECUTIVE SESSION**

Government Code, Sections 551.071 – 551.076 to discuss any of the following: (The items listed below are matters of the sort routinely discussed in Executive Session, but the Commission may move to Executive Session any of the items on this agenda, consistent with the terms of the Open Meetings Act.)

Section 551.071 CONSULTATIONS WITH ATTORNEY

Section 551.073 DELIBERATION REGARDING PROSPECTIVE GIFT

Section 551.074 PERSONNEL MATTERS

Section 551.076 DELIBERATION REGARDING SECURITY DEVICES

***Closed Session***

**9. *Discussion and action* on the grievance submitted by Oscar Gallegos.**

*Carol Candelaria*

**10. *Adjourn***

**DATED THIS 15<sup>th</sup> DAY OF MARCH 2024**


By: 

\_\_\_\_\_  
**Olivia Navarro, City Clerk**

I, the undersigned authority, hereby certify that the above notice of the meeting of the City Council of Socorro, Texas is a correct copy of the notice and that I posted this notice at least Seventy-two (72) hours preceding the scheduled meeting at the City Administration Building, 124 S. Horizon Blvd., in Socorro, Texas.

**DATED THIS 15<sup>TH</sup> OF MARCH 2024**

By:   
**Olivia Navarro, City Clerk**

Agenda posted: 3-15-24 @ 11:31   
Removed: \_\_\_\_\_ Time: \_\_\_\_\_ by: \_\_\_\_\_

*Andres Chavez*

*Albert Ortiz*

*Alex Miranda*



*Claudia Olmos*

*Cassandra Muro*

*Carlos Ortiz*

**SPECIAL CIVIL SERVICE MEETING MINUTES  
FEBRUARY 29, 2024 @ 6:00 P.M.**

**MEMBERS PRESENT:**

Albert Ortiz

Carlos Ortiz

Alex Miranda *(stepped in as chairman)*

Claudia Olmos

Cassandra Muro

**MEMBERS ABSENT:**

Andrez Chavez

**STAFF PRESENT:**

Olivia Navarro, City Clerk

Carol Candelaria, HR Director

Bruce Koehler, City Attorney

Estevan Gonzales

Victor Reta

**1. CALL TO ORDER**

The meeting was called to order at: 6:17 p.m.

**2. PLEDGE OF ALLEGIANCE AND A MOMENT OF SILENCE**

Pledge of Allegiance was recited.

**3. ESTABLISHMENT OF QUORUM**

A quorum was established with five members present.

**4. PUBLIC COMMENT**

No Speakers for Public Comment.

**CONSENT AGENDA**

**5. EXCUSE ABSENT COMMISSIONERS.**

***OLIVIA NAVARRO***

**6. APPROVAL OF SPECIAL CIVIL SERVICE COMMISSION MEETING  
MINUTES OF JANUARY 17, 2024. OLIVIA NAVARRO**

A motion was made by Alex Miranda seconded by Carlos Ortiz to *approve the Consent Agenda*. Motion passed.

Ayes: Albert Ortiz, Carlos Ortiz, Alex Miranda, Claudia Olmos and Cassandra Muro

Nays:

Absent: Andres Chavez

**REGULAR AGENDA**

**7. DISCUSSION AND ACTION TO SET A DATE FOR A GRIEVANCE  
HEARING FOR OSCAR GALLEGOS CAROL CANDELARIA**

A motion was made by Alex Miranda seconded by Albert Ortiz to *set the hearing date for March 18, 2024*. Motion passed.

Ayes: Albert Ortiz, Carlos Ortiz, Alex Miranda, Claudia Olmos and Cassandra Muro

Nays:

Absent: Andres Chavez

A motion was made by Alex Miranda seconded by Albert Ortiz to *move into Executive Session at this time*.

**THE CIVIL SERVICE COMMISSION MOVES INTO EXECUTIVE SESSION  
AT 6:23 PM**

**EXECUTIVE SESSION**

**THE COMMISSION DURING EXECUTIVE SESSION TAKES A RECESS  
AT 7:04 PM**

**THE COMMISSION RETURNS TO EXECUTIVE SESSION AT 7:11PM**

Maria Dominguez, Veronica Zamora and Chief Robert C. Rojas were witnesses in closed session.

**THE COMMISSION RETURNS TO OPEN SESSION AT 8:23 PM**

**8. DISCUSSION AND ACTION ON THE GRIEVANCE OF RICKY NORTE.  
CAROL CANDELARIA**

A motion was made by Alex Miranda seconded by Carlos Ortiz to *deny the grievance and uphold the termination of Ricky Norte*. Motion passed.

Ayes: Albert Ortiz, Carlos Ortiz, Alex Miranda, and Cassandra Muro  
Abstain: Claudia Olmos  
Absent: Andres Chavez

**9. *ADJOURN***

A motion was made by Alex Miranda seconded by Carlos Ortiz to *adjourn at 8:24 pm*. Motion passed.

Ayes: Albert Ortiz, Carlos Ortiz, Alex Miranda, Claudia Olmos and Cassandra Muro  
Nays:  
Absent: Andres Chavez

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Alex Miranda  
Vice Chairman

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Olivia Navarro  
Civil Service Commission Secretary

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Date minutes were approved

**Ivy Avalos**  
Mayor

**Ruben Reyes**  
At Large

**Cesar Nevarez**  
District 1



**Alejandro Garcia**  
District 2

**Rudy Cruz, Jr**  
District 3 / Mayor Pro Tem

**Yvonne Colon-Villalobos**  
District 4

**DATE:** March 14, 2024

**TO:** Civil Service Commissioners

**FROM:** Carol Candelaria, Human Resources Director

**SUBJECT:** Discussion and action on the selection of Chairman, Vice-Chairman and Secretary

**SUMMARY**

**STATEMENT OF THE ISSUE**

**FINANCIAL IMPACT**

**Account Code (GF/GL/Dept:** N/A

**Funding Source:** General Fund

**Amount:**

**Quotes (Name/Commodity/Price)** N/A

**Co-op Agreement (Name/Contract#)** N/A

**ALTERNATIVE**

N/A

**STAFF RECOMMENDATION**

N/A

**REQUIRED AUTHORIZATION**

1. City Manager \_\_\_\_\_ Date \_\_\_\_\_

2. Finance Director \_\_\_\_\_ Date \_\_\_\_\_

3. Attorney \_\_\_\_\_ Date \_\_\_\_\_



*Ivy Avalos*  
Mayor

*Ruben Reyes*  
At Large

*Cesar Nevarez*  
District 1



*Alejandro Garcia*  
District 2

*Rudy Cruz, Jr*  
District 3 / Mayor Pro Tem

*Yvonne Colon-Villalobos*  
District 4

**DATE:** March 14, 2024

**TO:** Civil Service Commissioners

**FROM:** Carol Candelaria, Human Resources Director

**SUBJECT:** Discussion and action on the grievance of Oscar Gallegos

**SUMMARY**

Oscar Gallegos has filed a grievance to his termination.

**STATEMENT OF THE ISSUE**

Please attached grievance form .

**FINANCIAL IMPACT**

**Account Code (GF/GL/Dept:** N/A

**Funding Source:** General Fund

**Amount:**

**Quotes (Name/Commodity/Price)** N/A

**Co-op Agreement (Name/Contract#)** N/A

**ALTERNATIVE**

N/A

**STAFF RECOMMENDATION**

N/A

**REQUIRED AUTHORIZATION**

1. City Manager \_\_\_\_\_ Date \_\_\_\_\_

2. Finance Director \_\_\_\_\_ Date \_\_\_\_\_

3. Attorney \_\_\_\_\_ Date \_\_\_\_\_



## Grievance Form

Instructions: Use this form for a standard grievance. Please print or type. Keep a copy for your records.

Employee Name: Oscar Gallegos

Department: Socorro Police Department

Position: Police Officer

Immediate Supervisor: Sgt. Benavidez

Statement of Grievance: Grievant was notified of his termination on Feb. 13, 2024

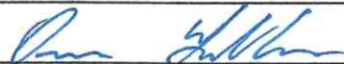
Grievant was terminated for an alleged violation of Ord. 186, Art. XXII.A.3. However, Grievant was not intoxicated and denies that he was under the influence of any intoxicants. Grievant also denies that he violated the pursuit policy; denies that he violated the Rules of Conduct, any law or order; denies that he is culpable of inattention to duty; and denies that he violated the Standards of Conduct. For these reasons, the employer violated Grievant's rights under Ord. 186, Art. XXII by terminating his employment without cause or, alternatively, without evidence of cause.

Relief Requested:

Reinstatement of employment with back pay and benefits, as though Grievant had not been terminated.

Do you allege illegal discrimination? Yes ☒ No. If "Yes", type of discrimination alleges (race, national origin, sex, age, religion, disability)

\_\_\_\_\_

Signature: 

Date: 2-22-24

**Reporting Chain:**

Immediate Supervisor (Name): Sgt. Benavidez

Date of discussion with immediate supervisor: February 13, 2024

Date employee sent written response from immediate supervisor: February 13, 2024

Human Resources Director (Name): Carol Candelaria

Date grievance form was submitted to Human Resources Director: n/a

Date of discussion with Human Resources Director: n/a

Date employee sent written response from Human Resources Director: n/a

Date grievance form was submitted to Civil Service Commission: \_\_\_\_\_

Date of discussion with Civil Service Commission: \_\_\_\_\_

Date employee sent written response from Civil Service Commission: \_\_\_\_\_