

**MINUTES OF THE MEETING  
OF THE MUNICIPAL CIVIL SERVICE COMMISSION  
NOVEMBER 25, 2024, AT 8:30 AM**

The meeting of the Municipal Civil Service Commission was called to order by Joseph Tartell, Chairperson at 8:30 AM.

Those present:

Joseph Tartell, Chairperson  
Adrian Guardia, Commissioner  
Celso Guzman, Commissioner  
Frank Garza, Legal Counsel for the Commission  
Sarah Bilger, Senior Management Coordinator

The Commission proceeded with the hearing of Jimmy Estrada, who filed an appeal to a suspension received from the Convention Sports and Entertainment Facilities Department effective October 11, 2024.

Mr. Estrada was represented by himself. The City of San Antonio was represented by Erica Matlock, Assistant City Attorney.

The City and Respondent presented their synopsis of what the evidence would show.

**CITY'S WITNESSES**

1. Cecillie Marchi
2. Yldefonso Rodriguez-Sola

**CITY'S EXHIBITS**

All exhibits submitted and accepted.

The City rested at 9:33 AM.

**APPELLANT'S WITNESSES**

1. Jimmy Estrada

**APPELLANT'S EXHIBITS**

Nothing submitted.

The Appellant rested their case at 10:09 AM. The summations of counsel were then heard.

The Commission went into Executive Session at 10:22 AM and reconvened at 10:50 AM and announced the following:

Commissioner Guzman moved that the evidence and testimony support the violation of Civil Service XVII, subsections (d), (l), and (q). The Commission unanimously recommended that the suspension be upheld. However, the Commission also felt that due to Mr. Estrada's twenty years of service, the five-day suspension should be reduced to a three-day suspension. Commissioner Guardia

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seconded the motion. A vote was taken, and the motion passed unanimously. The Commission recommends that the City Manager amend the suspension.

Minutes presented from November 12, 2024.

Commissioner Guzman moved that the minutes be approved as presented, Commissioner Guardia seconded the motion. The motion carried.

Having no other business before the Commission, the meeting was adjourned at 10:52 AM.

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Jay Tartell  
Chairperson

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Adrian Guardia  
Commissioner

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Celso Guzman  
Commissioner

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Executive Secretary