

**MINUTES OF THE MEETING
OF THE MUNICIPAL CIVIL SERVICE COMMISSION
August 28, 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
Celso Guzman, Commissioner
Adrian Guardia, Commissioner
Frank Garza, Legal Counsel for the Commission
Sarah Bilger, Senior Management Coordinator

The Commission proceeded with the hearing of Shanna Delacruz, who filed an appeal to a termination received from the Animal Care Services Department effective April 19, 2024.

Ms. Delacruz was represented by Megan Folmar. 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. Scott Russell
2. Renee Frieda

CITY'S EXHIBITS

All exhibits submitted and accepted.

The City rested at 11:25 AM.

APPELLANT'S WITNESSES

1. Jose Olivares
2. Bethany Snowden
3. Robert Lopez
4. Jason McAllister

APPELLANT'S EXHIBITS

All exhibits submitted and accepted.

The Appellant rested their case at 12:48 PM. The summations of counsel were then heard.

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The Commission went into Executive Session at 1:15 PM and reconvened at 1:50 PM and announced the following:

Commissioner Guardia moved that the evidence and testimony support the violation of Civil Service XVII, subsections (e), (o) and (q). However, based on past work performance, the Commission unanimously recommended that the termination be reduced to demotion and that Delacruz be placed in a non-supervisory position. Commissioner Guzman seconded the motion. A vote was taken, and the motion passed unanimously. The Commission recommends that the City Manager reduce the termination to a demotion and Ms. Delacruz be placed in a non-supervisory position.

Minutes presented from August 16, 2024

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

Having no other business before the Commission, the meeting was adjourned at 1:53 PM.

Jay Tartell
Chairperson

Celso Guzman
Commissioner

Adrian Guardia
Commissioner

Executive Secretary