

AN ORDINANCE

99970

**REMOVING HENRIETTA LAGRANGE FROM THE  
MUNICIPAL CIVIL SERVICE COMMISSION.**

\* \* \* \* \*

**WHEREAS**, the City Council appointed Henrietta LaGrange to serve on the Municipal Civil Service Commission; and

**WHEREAS**, the Municipal Civil Service Commission is a commission created by the City Charter and entrusted to, among other duties, hear appeals of classified civil service employees and perform other duties with reference to personnel administration and then make recommendations to the City Manager; and

**WHEREAS**, the City Charter provides that a member of the Commission may be removed by Council only for cause and after being given a written statement of the charges against him and a public hearing thereon, if he requests; and

**WHEREAS**, the City Council provided a written statement of charges and an opportunity for a public hearing to Henrietta LaGrange; and

**WHEREAS**, the City Council finds cause to remove from the information it has received, and that it is in the best interest of the City to remove Henrietta LaGrange from the position of Municipal Civil Service Commissioner; **NOW THEREFORE:**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF SAN ANTONIO:**

**SECTION 1.** The City Council finds that Henrietta LaGrange's conduct as a Commissioner on the Municipal Civil Service Commission constitutes cause for removal, as follows:

1. Failure to discharge her official duties as a Commissioner by:
  - a. Dismissing cases without hearing evidence, such as the hearing held on March 4, 2004 (Robert A. Flores).
  - b. Repeatedly failing to provide neutral, orderly, settings for employees to present their appeal as demonstrated in the hearings held on March 4, 2004 (Robert Flores) and April 6, 2004 (Shawn La Quinn Washington).

- c. Failing to provide an impartial and unbiased forum by showing disregard of undisputed or overwhelming evidence as occurred in hearings held on May 18, 2004 (Luis Vera) and July 22, 2004 (John Nieto).
- d. Interfering and directing testimony of witnesses at the hearings held on February 24, 2004 (John Jandourek) and April 20, 2004 (Stephanie Smith).
- e. Disregarding staff recommendations and city policy such as refusing to return Municipal Civil Service case files on various occasions, interfering with the city's ability to comply with state laws for safeguarding government records.

**SECTION 2.** For these reasons, the City Council removes Henrietta LaGrange from the Municipal Civil Service Commission.

**SECTION 3.** The City Clerk is instructed to file a certified copy of this ordinance and a transcript of the record of the public hearing.

**SECTION 4.** Because of the need to have a functioning Municipal Civil Service Commission to carry out its duties, in particular hearing appeals in a timely fashion in furtherance of the public peace, property, health and safety, an emergency is hereby declared and this ordinance shall be effective immediately, upon passage by eight (8) affirmative votes; otherwise, said effective date shall be ten (10) days from the date of passage hereof.

**PASSED AND APPROVED** this 4th day of November, 2004.

  
M A Y O R  
EDWARD D. GARZA

ATTEST:   
City Clerk

APPROVED AS TO FORM:   
City Attorney

# Agenda Voting Results

**Name:** 8 A. An Ordinance removing for cause Henrietta La Grange as a member of the Municipal Civil Service Commission.

**Date:** 11/04/04

**Time:** 09:15:13 PM

**Vote Type:** Multiple selection

**Description:**

Voter	Group	Status	Yes	No	Abstain
ROGER O. FLORES	DISTRICT 1		X		
JOEL WILLIAMS	DISTRICT 2	Not present			
RON H. SEGOVIA	DISTRICT 3		X		
RICHARD PEREZ	DISTRICT 4		X		
PATTI RADLE	DISTRICT 5		X		
ENRIQUE M. BARRERA	DISTRICT 6		X		
JULIAN CASTRO	DISTRICT 7	Not present			
ART A. HALL	DISTRICT 8		X		
CARROLL SCHUBERT	DISTRICT 9		X		
CHIP HAASS	DISTRICT_10		X		
MAYOR ED GARZA	MAYOR	Not present			