



**City of Fresno**  
**Meeting Minutes**  
**Civil Service Board**

City Hall  
2600 Fresno Street  
Fresno, CA 93721  
559-621-6950

***Chairperson Michael McDonald***  
***Vice Chair Jack Tracy***  
***Board Member Lynda Snauffer***  
***Board Member Elba Gomez***  
***Board Member Dean Eller***

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**Monday, January 28, 2019**

**9:00 AM**

**City Hall, Second Floor  
Meeting Room A (2165N)**

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**Regular Meeting**

**The meeting was called to order at 9:00am.**

**1. Roll Call**

**Present** 3 - Board Member Lynda Snauffer, Board Member Dean Eller,  
and Chair Michael McDonald

**Absent** 2 - Vice Chair Jack Tracy, and Board Member Elba Gomez

**2. Approval of Minutes**

**A. January 16, 2019**

**On motion of Board Member Eller, seconded by Board Member Snauffer, that the January 16, 2019 minutes be approved. The motion carried by the following vote:**

**Aye:** 3 - Board Member Snauffer, Board Member Eller and Chair McDonald

**Absent:** 2 - Vice Chair Tracy and Board Member Gomez

**At 9:01am the Board convened into Closed Session**

**3. Old Business**

**A. Closed Session - Continued Public Employee Discipline/Dismissal/Release [Pursuant to Government Code Section 54954]**

**On motion of Board Member Snauffer, seconded by Board Member**

**Eller, that the above Action Item be amended. The motion carried by the following vote:**

**Aye:** 3 - Board Member Snauffer, Board Member Eller and Chair McDonald

**Absent:** 2 - Vice Chair Tracy and Board Member Gomez

**Stephanie Snyder, Deputy City Attorney III, and Michael Lima, City Controller, were present on behalf of the Appointing Authority. The Appellant and Heather Phillips, Attorney at Law, were also present.**

**Witnesses were sequestered and the reading of the Order was waived by the parties.**

**Exhibits of evidence were presented during testimony and they were filed and moved into the record.**

**At 12:52pm, following summaries and closing remarks from the parties, the Board convened into Executive Session to deliberate the matter.**

**At 2:18pm, the Board reconvened into Closed Session and voted on the charges as read by Karnell Grijalva, Acting Secretary Designee.**

**The charge of violation of Fresno Municipal Code Section 3-286(a) as set forth in the Order was sustained with a 3-0 vote.**

**The charge of violation of Fresno Municipal Code Section 3-286(b)(4) as set forth in the Order was sustained with a 3-0 vote.**

**The charge of violation of Fresno Municipal Code Section 3-286(b)(8) as set forth in the Order was sustained with a 3-0 vote.**

**The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools B.3 (Harassment) as set forth in the Order was not sustained with a 3-0 vote.**

**The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools B.4 (Slander) as set forth in the Order was not sustained with a 2-1 vote.**

**The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools B.5 (Defamation) as set forth in the Order was not sustained with a 2-1 vote.**

The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools B.6 (Obscene or suggestive messages) as set forth in the Order was not sustained with a 2-1 vote.

The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools C.3 (Using a City system or software to conduct non-city business) as set forth in the Order was sustained with a 3-0 vote.

The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools C.5 (Use of enterprise-wide instant messaging) as set forth in the Order was sustained with a 3-0 vote.

The charge of violation of Administrative Order 8-11 Use of Electronic Systems & Tools D. (Personal Use) as set forth in the Order was sustained with a 3-0 vote.

At 2:25pm, the Board reconvened into Open Session and the decisions of the Board were announced in accordance with the Brown Act.

4. **Unscheduled Public Communications**

None

5. **Adjournment**

There being no further business to come before the Board, the meeting was adjourned at 2:29pm.