



## North Texas Association of Public Employees

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Ms Suhm and Council Members,

Why are the 311 Operators and possibly even the Water Customer Service workers having their civil service protections removed? It seems recently that every time the city shuffles a department, amazingly, they try to stick them in a non-civil service area. The 311/911 Operators have been laboring under adverse conditions for a very long time. And now, when various 311/911 employees have decided to stand up and attempt to improve their working conditions you decide to split them apart and punish them by removing their civil service protections.

Before being combined with the 911 operators, the 311 group were in a civil service department. The Water Customer Service workers who are also seemingly at risk have always been a civil service department. Why does every personnel move or re-alignment these days seem to funnel employees into departments that strip them of their civil service protections? Those employees did not choose to work for a non-civil service department, anymore than the employees of the Purchasing Department did when they were moved several years ago and they lost their civil service rights. Employees should not be unilaterally moved into a non-civil service departments, nor should they have their jobs siphoned away and given to departments that are not under civil service.

I urge you to reconsider this move. **There is no reason that the non-civil service Strategic Customer Service group can not oversee a civil service 311 group, a Water group or indeed any other group being targeted for a move.** The City Managers office is non-civil service and they seem to be able to monitor and direct civil service departments just fine.

This is just another attempt to further erode the protections that the civil service department provides to the city's employees. This is a threat not only to the above employees, but also to all other civilian employee groups. You are in essence telling all of us that we can be moved at a whim and if we have problems that we dare to voice above a whisper, then city management can and will punish us by moving us into an area that has no meaningful protections or rights of appeal. The only reason to remove civil service guidelines is to deny employees access to a fair and equitable grievance and/or appeal process.

It was not too long ago that the Department of Code Enforcement attempted to wrongfully terminate a multitude of employees. Not only did they wrongfully terminate staff; they also wrongfully suspended and reprimanded many others. It was only through the appeal process granted by Civil Service, that almost all of these employees were vindicated. These were good and valuable employees that would have been severely punished had there not been a system to investigate and correct the errors made by upper management. Currently 311 has some issues that require this grievance or appeal process to resolve.

Stripping these employees of their civil service rights is wrong, and the Association asks the Council to direct the City Manager to stop this action now. We are not asking just the labor friendly Council Members, we are asking all Council Members for the good of their City Employees to tell the City Manager to leave civil service in place.

Thank You,

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Association Member  
North Texas Association of Public Employees #9479  
A Division of the United Steelworkers