

PUBLIC NOTICE
Civil Service Commission Meeting

The Civil Service Commission has scheduled a meeting on **Monday, April 15, 2024 at 6:30 pm**, at City Administration Building, 105 South Colorado Street, Lockhart, Texas:

Agenda

1. Discuss and elect a Commission Chairperson and Vice-Chairperson to serve from January 1, 2024 to December 31, 2024.
2. Discussion and/or action regarding approval of Commission minutes of November 6, 2023. 2-3
3. Discussion and/or action to address the inadequate number of eligible candidates for the Police Lieutenant examination; consider available options under the Lockhart Police Department Alternate Promotional System, Local Rules, and Texas Local Government Code Chapter 143, Civil Service, to include suspending/waiving the requirement of three candidates for the upcoming Police Lieutenant exam (date to be determined), for this exam only, thereby acknowledging and authorizing that two candidates participating in the exam ensure a competitive examination. 4-10
4. Discussion and/or action regarding suspending/waiving the Commission Local Rule requirement that three candidates be present for the current Fire Captain Exam (date to be determined), thereby providing that only two candidates are required to ensure a competitive examination because only two have been employed by LFD for four years. And, in the event that the 2 eligible Fire Engineers in the Lockhart Fire Department do not complete a "notice of intent to test" by the deadline established by the Director for the upcoming Fire Captain Exam (date to be determined), the Commission authorizes the Director to open the exam to all Fire Engineers in the department, regardless of tenure; waiving the 4 years of service in the department requirement; and providing that two candidates ensure a competitive examination for this examination only. 11-16
5. Director's Report.
 - Police Entrance Exam scheduled for April 19, 2024
 - Fire Fighter Entrance Exam scheduled for May 4, 2024.

6. Adjournment.

If, during the course of the meeting, any discussion of any item on the agenda should be held in executive or closed session, the Lockhart Firefighters' and Police Officers' Civil Service Commission will convene in such executive or closed session, in accordance with the provisions of the Government Code, Title 5, Subchapter D to consider one or more matters pursuant to the following:

Section 551.071. Private consultation with its attorney to seek advice about pending or contemplated litigation, and/or settlement offer; (2) and/or a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State of Texas clearly conflicts with this chapter.

Section 551.072. To deliberate the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.073. To deliberate a negotiated contract for a prospective gift or donation to the state or the governmental body if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.074. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or to hear a complaint or charge against an officer or employee.

Section 551.076. To deliberate the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.086. To deliberate vote or take final action on any competitive matters relating to public power utilities.

Section 551.087. To deliberate or discuss regarding commercial or financial information that the governmental body has received from a business prospect that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations, or to deliberate the offer of a financial or other incentive to a business prospect.

Section 551.088. To deliberate a test item or information related to a test item if the governmental body believes that the test item may be included in a test the governmental body administers to individuals who seek to obtain or renew a license or certificate that is necessary to engage in an activity.

After discussion of any matters in executive session, any final action or vote taken will be in public by the Lockhart Firefighters' and Police Officers' Civil Service Commission.

Posted on the City Hall Public Notice Board located at the rear of 308 W. San Antonio Street, Lockhart, Texas on this the 12th day of **April 2024**, at **10:25 a.m.**

**CITY OF LOCKHART-
FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION**

Civil Service Commission Meeting November 6, 2023 6:30 P.M.

Commissioners present:

Chairman Worlanda Neal
Commissioner Ray Sanders

Staff present:

Gary Williamson, Police Chief
Julie Bowermon, Civil Service Director

Chairman Neal called the meeting of the Civil Service Commission to order on this date at **6:30 p.m.**

Agenda

- 1. Discuss and elect a Commission Chairperson and Vice-Chairperson to serve from January 1, 2023 to December 31, 2023.**

Commissioner Sanders made a motion to elect Worland Neal as Chairperson and Ray Sanders as Vice-Chairperson to serve from January 1, 2023 to December 31, 2023. Chairman Neal seconded. The motion carried by a vote of 2-0.

- 2. Discussion and/or action regarding approval Commission minutes of May 23, 2022.**

Chairman Neal requested any corrections to the Civil Service Commission minutes of May 23, 2022. There were none.

Commissioner Sanders made a motion to approve Civil Service Minutes of May 23, 2022. Chairman Neal seconded. The motion carried by a vote of 2-0.

- 3. Discussion and/or action regarding amending Section 143.0251 of the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations regarding conditions for reappoint of a police officer.**

Ms. Bowermon stated the Police Chief has the option of reappointing a police officer that has resigned from the Lockhart Police Department. Under civil service this is available to police officers only, not to fire fighters. Currently Local Rule Section 143.0251 limits the reappointment to 36 months from the time of separation. When the local rules were adopted in 2007, the time requirement for reappointment was within 12 months of separation. However, in May 2022 the Commission expanded the limit to 36 months. After considering shortages in the labor market as well as the time limit standards of other cities, Police Chief Gary Williamson has recommended to remove the timeframe requirement, allowing for more flexibility when considering reappointment of police officers after a separation. The cities of Kingsville and Bryan do not have a time limit for reappointment.

There was discussion.

Commissioner Sanders made a motion to amend Section 143.0251 of the City of Lockhart Fire Fighters’ and Police Officers’ Civil Service Commission Rules and Regulations regarding conditions for reappoint of a police officer as presented. Chairman Neal seconded. The motion carried by a vote of 2-0.

4. Discussion and/or action regarding amending Section 143.023 of the City of Lockhart Fire Fighters’ and Police Officers’ Civil Service Commission Rules and Regulations regarding minimum eligibility requirements for police officers.

Ms. Bowermon stated Texas Local Government Code Ch. 143.023 (c) limited newly hired police officers within a civil service city to be no more than 44 years of age at the time of hire. When civil service was elected and implemented in the City of Lockhart, the City was then required to follow the 44 years of age limit. As such, the “Local Rules” adopted by the Civil Service Commission included a 44 years of age limit. During the recent 2023 legislative session, H.B. 1661 was passed amending TxLGC Ch. 143 by repealing subsection “c” repealing the 44 years of age restriction, effective September 1, 2023. As a result, it is necessary to amend the “Local Rules” to remove the age limit for newly hired police officers.

Commissioner Sanders made a motion to amend Section 143.023 of the City of Lockhart Fire Fighters’ and Police Officers’ Civil Service Commission Rules and Regulations regarding minimum eligibility requirements for police officers as presented. Chairman Neal seconded. The motion carried by a vote of 2-0.

5. Director’s Report.

- TML/TMHRA Annual Civil Service and Labor Relations Workshop January 31 – February 2, 2024 in Conroe.
- Police Lieutenant promotional exam update.
- Police Seargent promotional exam update.

6. Adjournment.

Commissioner Sanders made a motion to adjourn the meeting. Chairman Neal seconded. The motion carried by a vote of 2-0. The meeting was adjourned at 7:07 pm.

PASSED and APPROVED this 15th day of April, 2024.

Signed:

Worlanda Neal, Commissioner

Carl Cisneros

Ray Sanders, Commissioner

ATTEST:

Julie Bowermon, Civil Service Director

**CITY OF LOCKHART
FIRE FIGHTERS' AND POLICE OFFICERS'
CIVIL SERVICE COMMISSION
AGENDA ITEM**

Commission Meeting Date: April 15, 2024

Department: Civil Service

Department Head: Julie Bowermon



CAPTION

Discussion and/or action to address the inadequate number of eligible candidates for the Police Lieutenant examination; consider available options under the Lockhart Police Department Alternate Promotional System, Local Rules, and Texas Local Government Code Chapter 143, Civil Service, to include suspending/waiving the requirement of three candidates for the upcoming Police Lieutenant exam (date to be determined), for this exam only, thereby acknowledging and authorizing that two candidates participating in the exam ensure a competitive examination.

SUMMARY OF ITEM

The Police Department recently had 2 lieutenant position vacancies. A promotional exam was held and open to all 3 current Lockhart police sergeants. One of the sergeants successfully passed the written exam and will move forward in the promotional process. A second promotional exam will need to be held to fill the remaining lieutenant position.

The APS states Section .032 of the Local Rules remains in effect, unless otherwise addressed in the alternate system. The APS does not address the required number of candidates to hold an exam. Section .032 of the Local Rules includes a requirement that 3 candidates sit for a promotional exam and if there are not at least 3 candidates, the Commission shall follow the procedures relating to eligibility for promotional exams outlined in Texas Local Government Code Chapter 143.031(c). This procedure consists of opening the exam first to Sergeants with 2 years of experience within the Lockhart Police Department and then to Sergeants with less than 2 years, in other words all Sergeants. However, the department currently only has 2 remaining Sergeants. This procedure includes opening to additional lower ranks (Police Officers), if necessary, to reach a competitive pool.

After careful consideration of the needs of the department as well as the full intent to comply with the Lockhart Police Department Alternate Promotional System, Local Rules, and Texas Local Government Code Chapter 143, Civil Service, both the Civil Service Director on Police Chief recommend that the Commission waive the rule of "3" and allow that only 2 employees must sit to take the Lieutenant exam – for this exam only.

STAFF RECOMMENDATIONS

See above.

Texas Local Government Code, Chapter 143.031

Sec. 143.031. ELIGIBILITY FOR POLICE DEPARTMENT PROMOTIONAL EXAMINATION. (a) Each promotional examination is open to each police officer who for at least two years immediately before the examination date has continuously held a position in the classification that is immediately below, in salary, the classification for which the examination is to be held.

(b) If the department has adopted a classification plan that classifies positions on the basis of similarity in duties and responsibilities, each promotional examination is open to each police officer who has continuously held for at least two years immediately before the examination date a position at the next lower pay grade, if it exists, in the classification for which the examination is to be held.

(c) If there are not sufficient police officers in the next lower position with two years' service in that position to provide an adequate number of persons to take the examination, the commission shall open the examination to persons in that position with less than two years' service. If there is still an insufficient number, the commission may open the examination to persons in the second lower position, in salary, to the position for which the examination is to be held.

Acts 1987, 70th Leg., ch. 149, Sec. 1, eff. Sept. 1, 1987.

Local Rules: Section 143.032

Section 143.032 PROMOTIONAL EXAMINATION PROCEDURE

See Section 143.032, Chapter 143

- (1) **EXAMINATIONS**—An examination shall be of such nature that it will test the relative capacity and fitness of the person examined to discharge the duties of the particular position to which he/she seeks appointment.

The actual conduct of every examination shall be under the direction of the Director who shall be responsible to the Commission. The Director shall have the authority to designate a Test Administrator, who shall be responsible for administering the examination. The Director may also select one or more persons as Test Monitor to assist in the administering, proctoring and grading of an entrance examination. An examination shall be conducted on an "as needed" basis. Written exams shall be purchased from an outside vendor, as determined by the Director.

The Commission or Director may, because of the small number of eligible promotional candidates for any position, or because of any other good and sufficient reasons, such as death in the immediate family, public emergency, unavailability of test site, etc., postpone an examination to a later date.

To provide for a competitive promotional examination so as to better serve the public, at least three (3) qualified candidates in the next lower position with two years' service shall sit for an examination. If there are not three (3) candidates in the next lower position, the Commission shall follow the procedures relating to eligibility for promotional examinations outlined in Section 143.030(d) and 143.031(c) until at least three (3) qualified candidates sit for the examination. When more than one vacancy exists at the time an examination is to be given, the Director shall determine whether the number of examinees who have filed Notices of Intent to Test is competitive. If necessary, the Director shall make a recommendation to the Commission to open the examination to additional employees, as outlined in Section 143.030(d) and 143.031(c).

When there are not enough candidates eligible to take a promotional examination to make it competitive under this Rule, and if the promotional examination process exceeds ninety days as a result of obtaining enough qualified candidates to take the examination, then retroactive back pay may be paid to the applicant eventually appointed to the vacancy, if the applicant was qualified to be promoted on the 90th day.

No person shall deceive or obstruct any person in respect of his/her right of examination under the provision of these rules and the Civil Service Act; or falsely mark, grade or report the examination or standing of any person examined hereunder; or aid or furnish any special information for the purpose of either improving or injuring the rating of any such person for appointment or promotion. No promotional candidate shall deceive the Commission for the purpose of improving his/her chance for appointment or promotion.

- (2) **NOTICE OF INTENT TO TEST**—An employee shall complete a Notice of Intent to Test, as prescribed by the Director, in order to take a promotional examination. Failure to make application in the manner prescribed in the "Notice of Promotional Examination" and failure to file the application with the Director within the time limits prescribed in the "Notice of Promotional Examination" shall render the employee ineligible to take the examination.

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(3) **PROMOTIONAL EXAMINATION ADMINISTRATION PROCEDURES**

- (a) Smoking shall be prohibited at all times in the testing area.
- (b) Check In – An examinee shall be checked in and provide proof of identity with a valid Driver's License. No examinee shall be admitted once test instructions start.
- (c) Cancellation or postponement of promotional examination - The Commission or Director may cancel or postpone a scheduled promotional examination for sufficient cause.
- (d) Dishonesty- An examinee taking a promotional examination who uses or attempts to use any dishonest means to answer a question on such an examination shall have his/her examination confiscated and voided by the Test Administrator. The examinee will be removed from the testing site. The Test Administrator shall report the action to the Director, who shall report it to the Department Head.
- (e) Upon request, accommodations shall be provided to an applicant in accordance with the Americans with Disabilities Act. An examinee who needs special arrangements shall submit a request in writing to the Director at a time to be determined by the Director.

For any problems that arise during the promotional examination, the Director is authorized to use his/her judgment to determine a proper course of action. The Director shall thereafter report to the Commission the problem that arose and the course of action he/she determined would best accomplish the goals of the civil service system. The Commission shall thereafter vote to ratify the action taken by the Director or provide other relief, as it may deem appropriate.

(4) **PROMOTIONAL EXAMINATION PROCEDURES FOR PERSONNEL ON ACTIVE MILITARY DUTY**

- (a) For Fire and Police promotional candidates who are serving on active military duty, outside the State of Texas or more than 50 miles from Lockhart City Hall are eligible to take a separate promotional examination. An examination, that is or is not identical to the examination administered to other eligible candidates, may be administered outside the presence of other candidates.
- (b) The Director is authorized to coordinate all testing under this subsection and may exercise discretion necessary to ensure the secrecy of the examination and to assure proper administrative procedures are followed.
- (c) At no time will the administration of a promotional examination being given to a promotional candidate serving on active military duty unnecessarily interfere with ongoing military efforts.
- (d) If the candidate serving on military duty takes and passes a promotional examination, the candidate's name shall be included on the promotional eligibility list created nearest in time to the time at which the candidate on active military duty took the examination.

- (e) Candidates serving on military duty, who take the promotional examination outside of Lockhart, shall be eligible to file an appeal of the examination as provided in Chapter 143.034. The Director shall coordinate all matters related to the review of the examination and the filing of the appeal, and may extend the time limit for appeal upon a showing of exigent circumstances.
- (f) Promotional candidates must notify the Director at least 25 days in advance of the examination of their desire to have the examination administered off-site.
- (g) All employees covered by Chapter 143, who are called to active military duty, must notify the Director of their mailing address and/or their e-mail addresses. The Director shall use his or her best efforts to inform the employees serving active military duty of upcoming promotional examinations.

ALTERNATE PROMOTIONAL SYSTEM IN POLICE DEPARTMENT

The Alternate Promotional System shall consist of a promotional process involving three phases for each classification: a Written Exam (30pts), a Chief's Interview (20 pts), and an Assessment Center (50 pts).

(A) **Promotional Examination Procedure:** Section 032 of the Rules and Regulations of the Firefighters' and Police Officers' Civil Service Commission (Lockhart, Texas), remains in effect, unless otherwise addressed herein.

(B) **Eligibility Requirements:** The following outlines promotional eligibility requirements:

(1) ***Rank of Sergeant:***

The promotional examination for the rank of Sergeant is open to all police officers that have a minimum of five (5) years full time combined law enforcement experience as of the day prior to the date of examination. A minimum of eighteen continuous months of service must be completed with the Lockhart Police Department prior to the exam date. For the purposes of this section acceptable *law enforcement experience* shall only include the following sections of the Texas Code of Criminal Procedure, Article 2.12; (1), (2), (3), (4), (5), (6), (10), (11), (22), and (23) provided the candidate was employed in a full time capacity for pay.

Prior Military Service: A candidate who has served a minimum of thirty-six (36) months of service with any branch of the United States Military provided the candidate has received an honorable discharge or, if still assigned to active reserve status is in good standing with his or her unit, shall receive two (2) years of credit towards the five (5) year full-time combined law enforcement experience eligibility requirement.

OR

College Requirement for Sergeant: Candidates may have sixty (60) credit hours from a regionally accredited college or university or accredited via the Distance Education and Training Council (DETC) shall receive two (2) years of credit towards the five (5) year full time combined law enforcement experience eligibility requirement.

(2) ***Rank of Lieutenant:***

The promotional examination for the rank of Lieutenant is open to all police officers that have served in the classification immediately below the classification for which the exam is being held a minimum of two (2) years prior to the date of examination. If there are not enough eligible Sergeants, then all Sergeants can test for the rank of Lieutenant.

Civil Service Commission Meeting

Lockhart, Texas

April 15, 2024

ACTION ITEM RECORD

We, the below named members of the Civil Service Commission, Lockhart, Texas, have met on **April 15, 2024** at 6:30 p.m. at City Administration Building, 105 South Colorado Street, Lockhart, Texas, for the purpose of conducting a public meeting to consider among other things **addressing the inadequate number of eligible candidates for the Police Lieutenant examination; consider available options under the Lockhart Police Department Alternate Promotional System, Local Rules, and Texas Local Government Code Chapter 143, Civil Service, to include suspending/waiving the requirement of three candidates for the upcoming Police Lieutenant exam (date to be determined), for this exam only, thereby acknowledging and authorizing that two candidates participating in the exam ensure a competitive examination.** We have been assured by the Civil Service Director that this meeting was posted in full compliance with the State of Texas Open Meetings Act.

After participating in a discussion regarding the item it was our determination to vote on **suspending/waiving the requirement of three candidates for the upcoming Police Lieutenant exam (date to be determined), for this exam only, thereby acknowledging and authorizing that two candidates participating in the exam ensure a competitive examination.**

We, the current members of the Civil Service Commission, Lockhart, Texas, voted as follows on the above action item:

Approve () Disapprove ()

Worlanda Neal, Chairman

Date

Approve () Disapprove ()

Carl Cisneros, Commissioner

Date

Approve () Disapprove ()

Ray Sanders, Commissioner

Date

ATTEST:

Julie Bowermon, Civil Service Director

This document shall become part of the official Civil Service Commission file to be maintained by the Civil Service Director, or his/her successors.

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**CITY OF LOCKHART
FIRE FIGHTERS' AND POLICE OFFICERS'
CIVIL SERVICE COMMISSION
AGENDA ITEM**

Commission Meeting Date: April 15, 2024

Department: Civil Service

Department Head: Julie Bowermon

CAPTION

Discussion and/or action regarding suspending/waiving the Commission Local Rule requirement that three candidates be present for the current Fire Captain Exam (date to be determined), thereby providing that only two candidates are required to ensure a competitive examination because only two have been employed by LFD for four years. And, in the event that the 2 eligible Fire Engineers in the Lockhart Fire Department do not complete a "notice of intent to test" by the deadline established by the Director for the upcoming Fire Captain Exam (date to be determined), the Commission authorizes the Director to open the exam to all Fire Engineers in the department, regardless of tenure; waiving the 4 years of service in the department requirement; and providing that two candidates ensure a competitive examination for this examination only.

SUMMARY OF ITEM

A Captain vacancy exists and it is necessary to hold a Fire Captain promotional exam.

Chapter 143.030(b) requires that the exam be first opened to Engineers with 2 years of experience. Chapter 143.028(a) requires that a firefighter must have served 4 years in the fire department to be eligible for a promotion to Captain.

- By opening the exam to Engineers with 2 years in that position and 4 years of service in the department, 2 employees would be eligible for the exam.

Chapter 143.030(d) requires that if there is not an adequate number of Engineers with 2 years of experience, the Commission may open the exam down to Engineers with less than 2 years of experience (in other words, all Engineers).

- By opening the exam to all Engineers with 4 years of service in the department, still only 2 employees would be eligible.

Because the rule of 3 is a Local Civil Service Rule, staff recommends that the Commission waive the rule of "3" and allow that only 2 employees must sit to take the Captain exam – for this exam only. Which still maintains that each employee must meet the Tx LGC, Chapter 143 requirement of 4 years of service in the department.

To prevent a delay in filling the Captain vacancy, staff also recommends that in the event both eligible Engineers do not turn in a "notice of intent to test" by the Director's established deadline, the exam then be opened to all Engineers. Initially the exam will be open to the 2 eligible Engineers. On the exam notice the Civil Service Director will include a deadline for the 2 eligible Engineers to submit

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a "notice of intent to test." If both do not submit the notice, the Director will then open the exam to ALL engineers and hold the exam with a minimum of 2 candidates.

STAFF RECOMMENDATIONS

Staff recommends approval suspending/waiving the Commission Local Rule requirement that three candidates be present for the current Fire Captain Exam (date to be determined), thereby providing that only two candidates are required to ensure a competitive examination because only two have been employed by LFD for four years. And, in the event that the 2 eligible Fire Engineers in the Lockhart Fire Department do not complete a "notice of intent to test" by the deadline established by the Director for the upcoming Fire Captain Exam (date to be determined), the Commission authorizes the Director to open the exam to all Fire Engineers in the department, regardless of tenure; waiving the 4 years of service in the department requirement; and providing that two candidates ensure a competitive examination for this examination only.

Texas Local Government Code, Chapter 143.031

Sec. 143.028. ELIGIBILITY FOR PROMOTION. (a) Except as provided by Sections [143.013](#) and [143.102](#), a fire fighter is not eligible for promotion unless the person has served in that fire department in the next lower position or other positions specified by the commission for at least two years at any time before the date the promotional examination is held. **A fire fighter is not eligible for promotion to the rank of captain or its equivalent unless the person has at least four years' actual service in that fire department.**

(b) Except as provided by Sections [143.013](#) and [143.102](#), a police officer is not eligible for promotion unless the person has served in that police department in the next lower position or other positions specified by the commission for at least two years immediately before the date the promotional examination is held. A police officer is not eligible for promotion to the rank of captain or its equivalent unless the person has at least four years' actual service in that police department.

(c) If a person is recalled on active military duty for not more than 60 months, the two-year service requirements prescribed by Subsections (a) and (b) do not apply and the person is entitled to have time spent on active military duty considered as duty in the respective fire or police department.

Acts 1987, 70th Leg., ch. 149, Sec. 1, eff. Sept. 1, 1987.
Amended by:

Acts 2005, 79th Leg., Ch. 833 (S.B. [863](#)), Sec. 2, eff. June 17, 2005.

ec. 143.030. ELIGIBILITY FOR FIRE DEPARTMENT PROMOTIONAL EXAMINATION. (a) This section does not apply to a municipality with a population of 1.5 million or more.

(b) Each promotional examination is open to each fire fighter who at any time has continuously held for at least two years a position in the classification that is

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immediately below, in salary, the classification for which the examination is to be held.

(c) If the department has adopted a classification plan that classifies positions on the basis of similarity in duties and responsibilities, each promotional examination is open to each fire fighter who has continuously held for at least two years a position at the next lower pay grade, if it exists, in the classification for which the examination is to be held.

(d) If there are not enough fire fighters in the next lower position with two years' service in that position to provide an adequate number of persons to take the examination, the commission may open the examination to persons in that position with less than two years' service. If there is still an insufficient number, the commission may open the examination to persons with at least two years' experience in the second lower position, in salary, to the position for which the examination is to be held.

(e) If a fire fighter had previously terminated the fire fighter's employment with the department and is subsequently reemployed by the same department, the fire fighter must again meet the two-year service requirement for eligibility to take a promotional examination. In determining if a fire fighter has met the two-year service requirement, a fire department may not consider service in another fire department.

(f) This section does not prohibit lateral crossover between classes.

Acts 1987, 70th Leg., ch. 149, Sec. 1, eff. Sept. 1, 1987.

Civil Service Commission Meeting

Lockhart, Texas

April 15, 2024

ACTION ITEM RECORD

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After participating in a discussion regarding the item it was our determination to vote on **suspending/waiving the Commission Local Rule requirement that three candidates be present for the current Fire Captain Exam (date to be determined), thereby providing that only two candidates are required to ensure a competitive examination because only two have been employed by LFD for four years. And, in the event that the 2 eligible Fire Engineers in the Lockhart Fire Department do not complete a “notice of intent to test” by the deadline established by the Director for the upcoming Fire Captain Exam (date to be determined), the Commission authorizes the Director to open the exam to all Fire Engineers in the department, regardless of tenure; waiving the 4 years of service in the department requirement; and providing that two candidates ensure a competitive examination for this examination only.**

We, the current members of the Civil Service Commission, Lockhart, Texas, voted as follows on the above action item:

Approve () Disapprove ()

Worlanda Neal, Chairman

Date

Approve () Disapprove ()

Carl Cisneros, Commissioner

Date

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Approve () Disapprove ()

Ray Sanders, Commissioner

Date

ATTEST:

Julie Bowermon, Civil Service Director

This document shall become part of the official Civil Service Commission file to be maintained by the Civil Service Director, or his/her successors.

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