

**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.

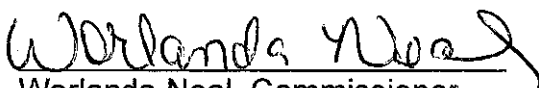
- TML/TMHRA Annual Civil Service and Labor Relations Workshop January 31 – February 2, 2024 in Conroe.
- Police Lieutenant promotional exam update.
- Police Sergeant promotional exam update.

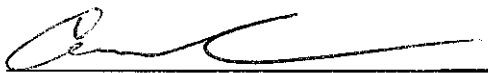
6. Adjournment.

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.

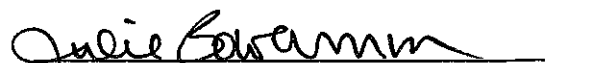
Signed:


Worlanda Neal, Commissioner


Carl Cisneros

NOT PRESENT
Ray Sanders, Commissioner

ATTEST:


Julie Bowermon, Civil Service Director