

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

Civil Service Commission Meeting

Monday, April 25, 2022

6:30 P.M.

Commissioners present:

Chairman Worlanda Neal (absent)
Commissioner Yolanda Strey
Commissioner Ray Sanders

Staff present:

Ernest Pedraza, Police Chief
Jesse Bell, Police Captain
Julie Bowermon, Civil Service Director

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

Agenda

1. Discussion and/or action regarding approval Commission minutes of November 30, 2021.

Commissioner Strey requested any corrections to the Civil Service Commission minutes of November 30, 2021. There were none.

Commissioner Strey made a motion to approve Civil Service Minutes of November 30, 2021. Commissioner Sanders seconded. The motion carried by a vote of 2-0 (Chairman Neal was not present).

2. Discussion and/or action to address the inadequate number of eligible candidates signing up for the Police Sergeant 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 opening the current Police Sergeant Exam (date to be determined) to all police officers in the Lockhart Police Department.

Ms. Bowermon stated that the police members elected an alternate promotional system (APS) in November 2021. Since the new system was put in place, 2 sergeants and 1 lieutenant have been promoted. The department currently has 2 sergeant vacancies and anticipates a third vacancy in the near future. Ms. Bowermon stated that she posted an exam notice for the rank of sergeant. Under the current APS 5 officers were eligible to compete. However only 2 officers signed up to take the exam. The Local Rules require that at least 3 candidates sit to take a promotional exam. If 3 do not sign up, according to Chapter 143 of the Texas Local Government Code, the exam is first opened to officers with 2 years of experience within the Lockhart Police Department. However, if the exam were to be opened to officer with 2 years, the same 5 officers that were eligible to test under the APS, but did not yield at least 3 interested candidates, would only be eligible. The next step outlined in Chapter 143.031 (c) is to open the exam to officers with less than 2 years, which would be all 16 police officers currently within the department. Ms. Bowermon stated that after careful consideration of the needs of the department as well as the full intent to comply with the APS, Local Rules, and Texas Local Government Code

Chapter 143, the recommendation is to open the current Police Sergeant Exam to all police officers in the Lockhart Police Department.

Commissioner Sanders asked for clarification on the days required to post a notice prior to a promotional exam. Ms. Bowermon responded 30 days.

Commissioner Strey asked about officers electing to not sign up for the promotional exam. Chief Pedraza stated some of the officers are content with their current assignments and are not interested in promoting into a different assignment. Chief Pedraza explained some officers that have been recently reappointed who have previous experience in the Lockhart Police Department would become eligible to test if the exam is opened to all officers.

Commissioner Sanders asked if the motion should include the language "for this exam only." Ms. Bowermon stated that the language provided was an example that had been reviewed by the civil service attorney. The motion could include the extra language if the Commission desired to add it, however the action taken would only apply to the next promotional exam regardless.

There was further discussion.

Commissioner Sanders made a motion open the current Police Sergeant Exam (date to be determined) to all police officers in the Lockhart Police Department. Commissioner Strey seconded. The motion carried by a vote of 2-0 (Chairman Neal was not present).

3. Director's Report.

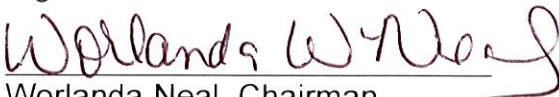
- Police Officer Entrance Exam was held Saturday, April 23, 2022.

4. Adjournment.

Commissioner Sanders made a motion to adjourn the meeting. Commissioner Strey seconded. The motion carried by a vote of 2-0 (Chairman Neal was not present). The meeting was adjourned at 6:47pm.

PASSED and APPROVED this 23rd day of May, 2022.


Signed:



Worlanda Neal, Chairman



Yolanda Strey, Commissioner



Ray Sanders, Commissioner

ATTEST: 
Julie Bowermon, Civil Service Director