

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

Civil Service Commission Meeting

May 23, 2022

6:30 P.M.

Commissioners present:

Chairman Worlanda Neal
Commissioner Yolanda Strey
Commissioner Ray Sanders

Staff present:

Ernest Pedraza, Police Chief
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 April 25, 2022.

Chairman Neal requested any corrections to the Civil Service Commission minutes of April 25, 2022. There were none.

Commissioner Sanders made a motion to approve Civil Service Minutes of April 25, 2022. Commissioner Strey seconded. The motion carried by a vote of 3-0.

2. 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 reappointment of a police officer.

Ms. Bowermon stated that this agenda item has three proposed changes to Local Rules Section 143.0251. Ms. Bowermon stated that reappointment is different from rehire. 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.

Ms. Bowermon stated currently Local Rule Section 143.0251 limits the reappointment to 12 months from the time of separation. After considering shortages in the labor market as well as the time limit standards of other cities, the Police Chief has requested to extend the timeframe from 12 months to 36 months, allowing for more flexibility when considering reappointment of police officers after a separation. The proposed amendment extends the time allowed for reappointment from 12 months to 36 months.

Commissioner Sanders asked if officers were maintaining certifications after leaving. Chief Pedraza stated the officer would have maintained their certifications with continued education requirements through TCOLE.

Commissioner Strey asked for clarification on where separating officers go when leaving Lockhart? Chief Pedraza stated we have had one officer leave for a position in the oil fields and another officer leave to work for another law

enforcement agency. Both then requested and were approved to return to Lockhart. Another officer left to work at San Marcos Police Department. This officer has been gone one and half to two years. This officer now wants to return to Lockhart.

Commissioner Sanders asked if returning officers are required to have their TCOLE certification? Chief Pedraza stated yes, an officer wanting to return must be certified as a police officer before they can return.

There was further discussion.

Ms. Bowermon stated the proposed amendment also includes clarifying that a reappointment police officer's prior service with the Lockhart Police Department does not count towards longevity pay. The City provides police officers with a \$4 per month longevity payment made annually for uninterrupted years of service. This amendment does not change current policy or practice, it is adding clarification to the language within the Local Rules.

Ms. Bowermon stated the proposed amendment also includes adding clarification regarding accrued sick leave pay out. Chapter 143 of the Texas Local Government Code allows for police officers to receive payment for up to 720 hours of unused accrued sick leave time upon their separation. When looking at the reappointment requirements, the City's personnel attorney brought up the matter of how to address returning officers that had previously received a sick leave pay out. The proposed amendment clarifies the accrued sick leave pay out is limited to a combined 720 hours. For example, if an officer resigns and is paid out for 600 hours of unused sick leave, if they are reappointed they could only receive payment for 120 hours when/if they separate again. This amendment is also not changing current policy or practice, it is adding clarification to the language with the Local Rules.

There was further discussion.

Commissioner Strey 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 reappointment of a police officer as presented. Chairman Neal seconded. The motion carried by a vote of 3-0.

3. Director's Report.

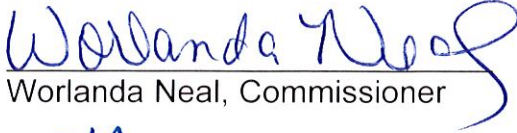
- Police Sergeant Promotional Exam will be held Tuesday, May 31, 2022.

4. Adjournment.

Chairman Neal made a motion to adjourn the meeting. Commissioner Strey seconded. The motion carried by a vote of 3-0. The meeting was adjourned at 6:55pm.

PASSED and APPROVED this 6th day of November, 2023.

Signed:


Worlanda Neal, Commissioner


VACANT


Ray Sanders, Commissioner

ATTEST: 
Julie Bowermon, Civil Service Director