

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

**Civil Service Commission Meeting                      Monday, October 11, 2021                      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

**Chairman Neal** 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 September 20, 2021.**

Ms. Bowermon stated that the draft minutes listed Chairman Neal as calling the meeting to order, however Commissioner Sanders had brought it to her attention that Commissioner Strey actually called the meeting to order. The correction has been made on the minutes document.

Chairman Neal requested any other corrections to the Civil Service Commission minutes of September 20, 2021. There were none.

Commissioner Sanders made a motion to approve Civil Service Minutes of September 20, 2021, as corrected. Commissioner Strey seconded. The motion carried by a vote of 3-0.

**2. Discussion and/or action regarding ordering the Civil Service Director to conduct an election of the proposed alternate promotional system in the Lockhart Police Department; open to all sworn police officers in the Lockhart Police Department.**

Ms. Bowermon stated that civil service allows for police officers to elect an alternate promotional system (APS), this does not apply to entry level positions. The APS can have different requirements, qualifications, and grading processes than what is in the local Rules and Chapter 143. Police Chief Pedraza has submitted a proposed APS and requested that she hold an election. Once the Commission orders the election, arrangements can be made to hold the election. After the election, the Commission must meet within 30 days to canvass the votes.

Chief Pedraza explained that a few years ago he decided to go back to the standard written test. After a recent sergeant promotional exam some officers voiced complaints about just using a single written exam. He then polled the officers and determined there was a strong desire within the department to return to an APS. He considered the previous alternate promotional system, and decided to make minor changes to it such as hiring a consultant to assist in

developing the assessment center and selection/training of the assessors. He presented his proposed APS to the Lockhart Police Association and the majority of the members were in favor of the system. He then polled the police officers and over 90% were in favor of having an assessment center as part of the promotional selection process.

Commissioner Sanders asked for an explanation of the term "by lot" on section (g) regarding tie breakers. Ms. Bowermon stated that mirrors one of the tie breaking rules for enter level "by lot." It is determined by the Director, and she has only used that breaker once. At that time, she placed the names in a box and had another staff member draw a name.

Commissioner Sanders also asked about using the terms "Chief of Police" and "Department Head" throughout the proposed APS. Chief Pedraza stated this is the exact format used in the previous APS. There was further discussion. Ms. Bowermon stated that Chapter 143 defines "Department Head."

Commissioner Sanders discussed on the last page the "Final Alternate Promotional Process Score" does not have "or more" listed on the Total Score of 100 points. Since the written exam could be 30 points or more, the final score should be 100 points or more. Ms. Bowermon explained that it is implied to be 100 points or more. Chief Pedraza stated he wants to add the words "or more" to the total score 100 points.

There was further discussion.

Commissioner Sanders made a motion to order the Civil Service Director to conduct an election of the proposed alternate promotional system in the Lockhart Police Department; open to all sworn police officers in the Lockhart Police Department. Commissioner Strey seconded. The motion carried by a vote of 3-0.

### **3. Director's Report.**

- Fire Engineer Exam will be held November 2, 2021.

### **4. Adjournment.**

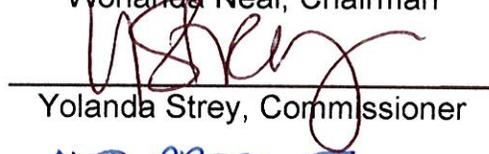
Commissioner Sanders made a motion to adjourn the meeting. Commissioner Strey seconded. The motion carried by a vote of 3-0. The meeting was adjourned at 6:57pm.

**PASSED and APPROVED this 30<sup>th</sup> day of November, 2021.**

Signed:

  
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Worlanda Neal, Chairman

  
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Yolanda Strey, Commissioner

NOT PRESENT  
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Ray Sanders, Commissioner

ATTEST:

  
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Julie Bowermon, Civil Service Director