



**TAKE NOTICE THAT A REGULAR MEETING
OF THE CIVIL SERVICE COMMISSION
OF THE CITY OF PHARR, TEXAS
WILL BE HELD AT CITY HALL, COMMISSIONERS' ROOM,
118 S. CAGE BLVD., 2ND FLOOR, PHARR, TEXAS
COMMENCING AT 4:00 PM ON
FRIDAY, NOVEMBER 5, 2021**

If during the course of the meeting, the Civil Service Commission should determine that a closed or executive session of the commission is required, then such closed or executive session or meeting is authorized by Section 551.071 to 551.084 of the Texas Government Code. Notice of closed or executive session will be given after the commencement of the meeting covered by this notice.

Should any final action, decision or vote be required in the opinion of the Civil Service Commission with regard to any item discussed during the closed meeting, then such final action, decision or vote shall be made during the open meeting covered by this notice upon the reconvening of the public meeting pursuant to Section 551.102 Government Code V.T.C.S.

In compliance with Section 551.041 et seq. of the Texas Government Code V.T.C.S. (Open Meetings Act), notice is hereby given that the Civil Service Commission will meet at the time and place indicated to consider and act upon the following:

1. CALL TO ORDER:

A) Roll call and possible action on the excusing of any absent member.

2. PUBLIC TESTIMONY: *(Ordinance No. O-2019-45). A person intending on addressing the governing body may speak at a scheduled meeting of the governing body following registration with the presiding clerk and prior to the scheduled meeting. A registered speaker may speak only on items on the agenda and may not exceed 1.5 minutes when addressing the board regarding an agenda item. A registered speaker may not donate time to another speaker. A sign-in form for public testimony shall be promulgated by the presiding clerk and be made available at the city clerk's office. A person may sign up for public testimony beginning at the time the agenda is posted for the meeting. A person may not sign up later than one hour before the posted meeting is scheduled to begin. No registered speaker may be allowed to speak regarding an item once the public testimony portion of the agenda has ended.*

3. REGULAR AGENDA - OPEN SESSION:

- A) Approval of minutes for Special Called Meeting on Friday, August 20, 2021.
- B) Consideration and Action, if any, approving and accepting the raw and final scores from the entry level exam administered for Peace Officer for the Police Department on Saturday, October 16, 2021. (HR)
- C) Consideration and Action, if any, approving and accepting the eligibility list from the entry level exam administered for Peace Officer for the Police Department on Saturday, October 16, 2021. (HR)
- D) Consideration and Action, if any, approving and accepting the raw and final scores from the promotional exam administered for Lieutenant for the Police Department on Tuesday, November 2, 2021. (HR)
- E) Consideration and Action, if any, approving and accepting the eligibility list from the promotional exam administered for Lieutenant for the Police Department on Tuesday, November 2, 2021. (HR)

4. ADMINISTRATIVE REPORTS.

5. CIVIL SERVICE DIRECTORS REPORTS.

6. CIVIL SERVICE COMMENTS.

7. CLOSED SESSION: *In accordance with Chapter 551 of the Texas Gov't. Code, the Civil Service Board of Commissioners hereby gives notice that it may meet in closed session to discuss the items listed on the public portion of the meeting agenda, in accordance with the following below:*

Pursuant to Section 551.071, the Commission may convene in a closed, non-public meeting with its attorney and discuss any matters related to **legal advice on pending or contemplated litigation, settlement offer, and/or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.074, the Commission may convene in a closed, non-public meeting to discuss any matters related to **appointment, employment, evaluation, reassignment, duties and discipline or dismissal of a public officer or employee and to hear any complaints or charges against an officer or employee.** The City and its attorney may also discuss such issues with the appropriate staff including members so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.076, the Commission may convene in a closed, non-public meeting to discuss any matters on the **deployment, or specific occasions for implementation, of security personnel or devices.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

Pursuant to Section 551.084, the Commission may convene in a closed, non-public meeting to

AGENDA REGULAR MEETING
November 5, 2021

discuss any matters involving an **investigation and may exclude a witness from hearing during the examination of another witness in the investigation.** The City and its attorney may also discuss such issues with the appropriate staff so as to obtain necessary and relevant information so that such discussion is informative and developed.

8. RECONVENE into open session and consider action, if necessary, on any item(s) discussed in closed session.

9. ADJOURNMENT.

NOTICE OF ASSISTANCE AT THE PUBLIC MEETING

City Hall is wheelchair accessible and accessible parking spaces are available. Requests for accommodations or interpretive services must be made 48 hours prior to this meeting. Please contact the City Clerk's Office at 956/402-4100 ext. 1016/1007 or FAX 956/702-5313 or E-mail dianna.valdez@pharr-tx.gov or imelda.barrera@pharr-tx.gov for further information. Braille is not available.

I, the undersigned authority, do hereby certify that the above notice of said Regular Meeting of the Civil Service Commission of the City of Pharr was posted on the bulletin board at City Hall and on the City's web page at www.pharr-tx.gov. This Notice was posted on the and will remain posted continuously for at least 72 hours preceding the scheduled time of said Meeting, in compliance with Chapter 551 of the Government Code, Vernon's Texas Codes, Annotated (Open Meetings Act).

WITNESS MY HAND AND SEAL, this



Dianna Valdez

DIANNA VALDEZ
CITY CLERK



Pharr

Human Resources



CIVIL SERVICE COMMISSION MINUTES

A Special Called Meeting of the Civil Service Commission was held Friday, August 20, 2021. Chairperson Dolores Rodriguez called the meeting to order at 9:05am, at the Commissioners' Room located at 118 South Cage Blvd., 2nd Floor, Pharr, Texas.

MEMBERS PRESENT: Dolores Rodriguez, Chairperson
Vittorio Puente, Board Member
Mario Lizcano, Vice-Chairperson (10:03am)

STAFF PRESENT: Anali Alanis, Civil Service / Asst. City Manager
Pilar Rodriguez, Fire Chief
Robert Hayward, CS Attorney
Patricia Rigney, City Attorney

ITEM 1 CALL MEETING TO ORDER

Chairperson Rodriguez called the special meeting to order.

ITEM 1(a) ROLL CALL AND POSSIBLE ACTION ON THE EXCUSING OF ANY ABSENT MEMBER OF THE CIVIL SERVICE COMMISSION

Chairperson Rodriguez introduced the item.

Roll call established a quorum.

ITEM 2 PUBLIC TESTIMONY (Ordinance No. O-2019-45)

Chairperson Rodriguez introduced the item.

No Action

ITEM 3(a) CONSIDERATION AND ACTION, IF ANY, ON APPROVAL OF MINUTES FOR FRIDAY, JULY 16, 2021, SPECIAL CALLED MEETING.

Chairperson Rodriguez introduced the item.

Board Member Puente moved to approve minutes as submitted. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

ITEM 3(b) CONSIDERATION AND ACTION, TO EXTEND THE DEADLINE FOR DISCIPLINARY HEARING OF DEPUTY CHIEF ELOY SALAZAR OF THE PHARR FIRE DEPARTMENT AND SET A NEW DATE FOR THE HEARING, PURSUANT TO SECTION 143.053(b) TEX. LOC. GOV'T CODE.

Chairperson Rodriguez Introduced the item.

City/Civil Service Attorney, Robert Hayward proposed to extend and schedule the Disciplinary Hearing of Deputy Chief Eloy Salazar of the Pharr Fire Department either on Friday, October 1, 2021, or Tuesday, October 5, 2021.

Board Member Puente moved to schedule the Disciplinary Hearing of DC Eloy Salazar of the Pharr Fire Department on Friday, October 1, 2021, Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

ITEM 3(c) CONDUCT A DISCIPLINARY HEARING ON THE DISCIPLINARY APPEAL FILED BY LT. KRYSTLE GUERRA OF THE PHARR FIRE DEPARTMENT PURSUANT TO SECTION 143.053(b) TEX. LOC. GOV'T CODE AND THE PHARR CIVIL SERVICE COMMISSION RULES.

Chairperson Rodriguez introduced the item.

City/Civil Service Attorney, Robert Hayward proposed Commission join the floor for the Public Disciplinary Hearing regarding the appeal filed by Lt. Krystle Guerra of the Pharr Fire Department.

Public Hearing was held, and evidence was presented for the disciplinary/corrective action of a (5) day suspension for Lt. Krystle Guerra who was away from her scheduled station handling personal business without approval or permission from her Fire Chief.

ITEM 7 LEGAL:

A) Consultation with legal counsel, pursuant to section 551.071, Texas Government Code, to provide advice and counsel in connection with the Civil Service Commissions' duties, obligations, privileges under Chapter 143, Texas Gov't Code and the rules and regulations adopted thereunder.

Chairperson Rodriguez Introduced the item.

ITEM 8 CLOSED SESSION: *In accordance with Chapter 551 of the Texas Gov't. Code, the Civil Service Board of Commissioners hereby gives notice that it may meet in executive session to discuss the items listed on the public portion of the meeting agenda, including items 3 in accordance with the following below:*

Chairperson Rodriguez Introduced the item.

The time being 11:47 am/pm, Chairperson Rodriguez stated the commission would be entering a closed session in accordance with Chapter 551 of the Texas Gov't. Code to discuss agenda items listed in the public portion of the agenda and pursuant to sections 551.071, 551.074, 551.076 and 551.084.

ITEM 9 RECONVENE INTO OPEN SESSION, AND CONSIDER ACTION, IF NECESSARY, ON ANY ITEM(S) DISCUSSED IN EXECUTIVE SESSION

The time being 12:47 am/pm, Chairperson stated the commission would be resuming the open meeting.

ITEM 8

- A) Deliberation regarding the disciplinary appeal filed by Lt. Krystle Guerra pursuant to 143.053 (d) Tex. Loc. Gov't Code and Pharr CSC Rule 40(P).

Chairperson Rodriguez Introduced the item.

No Action

- B) Consideration and action and render a decision on the disciplinary appeal filed by Lt. Krystle Guerra of the Pharr Fire Department pursuant to Section 143.053(b) Tex. Loc. Gov't Code and the Pharr Civil Service Commission Rules.

Chairperson Rodriguez Introduced the item.

Vice- Chairperson Lizcano moved to deny appeal and uphold (5) day suspension. Board Member Puente seconded the motion and when put to a vote, it carried unanimously. Written Order to follow.

ITEM 10 ADJOURNMENT

There being no further business to come before, Chairperson Rodriguez Introduced the item. Chairperson Lizcano moved to adjourn. It was seconded by Board Member Puente and when put to a vote the motion carried unanimously. Meeting/Hearing adjourned at 12:49 pm.

ITEM 4 ADMINISTRATIVE REPORTS (PD and FD)
None

ITEM 5 CIVIL SERVICE DIRECTORS REPORT
None

ITEM 6 CIVIL SERVICE COMMISSION COMMENTS
None

Chairperson Dolores Rodriguez

Vice-Chairperson Mario Lizcano

Board Member Vittorio Puente



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.B.

DATE SUBMITTED: November 1, 2021

MEETING DATE: November 5, 2021

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the raw and final scores from the entry level exam administered for Peace Officer for the Police Department on Saturday, October 16, 2021.

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue:

Fiscal Consideration:

Staff Recommendation: Recommending approval of raw and final scores

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

Created/Initiated - 11/1/2021

Anali Alanis

Final Approval - 11/2/2021



Pharr

Human Resources



	Social Sec.	Raw	Final		Social Sec.	Raw	Final		Social Sec.	Raw	Final
1	9884	96	96	44	6071	88	88	87	6370	81	81
2	1552	96	96	45	5682	88	88	88	5384	81	81
3	2028	95	95	46	7886	88	88	89	1690	81	81
4	1115	95	95	47	7968	83	88	90	4239	76	81
5	5111	95	95	48	2080	83	88	91	7349	80	80
6	3436	95	95	49	2938	87	87	92	3188	80	80
7	6228	90	95	50	5773	87	87	93	9505	80	80
8	0519	89	94	51	0698	87	87	94	1155	80	80
9	3056	89	94	52	7393	87	87	95	7179	80	80
10	9268	93	93	53	8757	87	87	96	7763	79	79
11	1016	93	93	54	2633	87	87	97	7072	79	79
12	1229	93	93	55	6550	87	87	98	6823	79	79
13	9470	93	93	56	7421	87	87	99	1379	79	79
14	7346	92	92	57	7511	86	86	100	2221	74	79
15	7819	92	92	58	0019	86	86	101	9029	78	78
16	2157	92	92	59	6791	86	86	102	8687	78	78
17	5912	92	92	60	3447	86	86	103	3185	78	78
18	5637	87	92	61	0298	85	85	104	5811	78	78
19	1310	87	92	62	0095	80	85	105	1021	78	78
20	2342	91	91	63	7243	80	85	106	5640	76	76
21	6847	91	91	64	7937	80	85	107	2747	76	76
22	8990	91	91	65	9826	84	84	108	3006	75	75
23	2200	91	91	66	1009	84	84	109	7860	75	75
24	2599	90	90	67	8347	84	84	110	9014	74	74
25	7706	90	90	68	7265	84	84	111	9523	74	74
26	9054	90	90	69	8043	84	84	112	3184	74	74
27	0240	90	90	70	3309	84	84	113	4-1162	73	73
28	7075	90	90	71	8902	84	84	114	7829	73	73
29	9257	90	90	72	2237	84	84	115	7558	72	72
30	2380	90	90	73	3418	84	84	116	6046	72	72
31	8742	85	90	74	7783	84	84	117	9501	71	71
32	1872	85	90	75	4-0304	83	83	118	7573	71	71
33	2142	85	90	76	9789	83	83	119	6579	70	70
34	5049	89	89	77	8794	83	83	120	1584	70	70
35	9087	89	89	78	9451	83	83	121	8900	70	70
36	1694	89	89	79	8720	83	83	122	8218	69	69
37	3864	89	89	80	8246	83	83	123	0789	69	69
38	8-1162	89	89	81	9118	82	82	124	2959	65	65
39	1583	88	88	82	1963	82	82	125	9816	65	65
40	7858	88	88	83	6584	82	82	126	9638	64	64
41	0446	88	88	84	5037	82	82	127	6-0304	58	58
42	5056	88	88	85	2910	82	82	128	1142	47	47
43	7926	88	88	86	0584	77	82				

This is a result of the entry-level exam administered for Peace Officer on Saturday, October 16, 2021.



Anali Alanis, Assistant City Manager

AMENDED 10/21/21



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.C.

DATE SUBMITTED: November 1, 2021

MEETING DATE: November 5, 2021

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the eligibility list from the entry level exam administered for Peace Officer for the Police Department on Saturday, October 16, 2021.

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue:

Fiscal Consideration:

Staff Recommendation: Recommend approval of eligibility list

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

Created/Initiated - 11/1/2021

Anali Alanis

Final Approval - 11/2/2021



Pharr



ELIGIBILITY LIST PEACE OFFICER - POLICE DEPARTMENT

1	RODRIGUEZ	MICHAEL
2	RODRIGUEZ	CHRISTOP
3	GUERRA	CARLOS
4	ZAVALA	EDWARD
5	CAVAZOS	CLARISSA
6	MELLENDEZ	KELSEY
7	RODRIGUEZ	IRVING
8	LOPEZ	JOSE
9	TORRES	LEONARDO
10	FRANCO	ZYRIA
11	ESCOBEDO	NICOLAS
12	QUINTERO	NAOMI
13	ZUNIGA	AGUSTUS
14	GARZA GARCIA	JOHAN
15	CARDONA	ISMAEL
16	RODRIGUEZ	ADRIAN
17	GARCIA	ERIC
18	GARCIA	OZIEL
19	TAMEZ	JOANTHON
20	PRITCHARD	BRANDON
21	MOJICA	HECTOR
22	HOPKINS	STEVENS
23	MARTINEZ	OMAR
24	LUNA	NOEL
25	GARZA HERNAND	ERICK
26	REYES	JORGE
27	GUERRA	JOSE
28	MARINES	CHRISTOP
29	RODRIGUEZ	DANIEL
30	MARTINEZ	ROBERT
31	LOPEZ	NOEL
32	SEDA	JOHN
33	ALVAREZ	MARCO
34	RODRIGUEZ	JOSE
35	RODRIGUEZ	CARLOS
36	PEREZ	ELIZABET
37	TREVINO	JONATHAN
38	LERMA	SERGIO
39	ALANIZ	ROGELIO
40	RAMIREZ	ALEXANDE
41	NACIANCENO	ARNOLDO
42	TORRES	JONATHAN

43	ESQUIVEL	JUAN
44	RUIZ	FRANCISC
45	MEDINA	ADRIAN
46	IBANEZ	RAMIRO
47	RODRIGUEZ	JUAN
48	LOPEZ	MANUEL
49	GARCIA	MARCELO
50	GUZMAN	DAVID
51	GARZA	JONNAH
52	WEAVER	RAMSEY
53	RODRIGUEZ	HECTOR
54	RODRIGUEZ	AARON
55	OLIVARESRODRI	MARCOS
56	MARTINEZ	STEPHAN
57	NEVAREZ	LUIS
58	CANTU	ISRAEL
59	RANGEL	EDUARDO
60	GARCIA JR	ABIMAE
61	CONTRERAS	EDUARDO
62	HERNANDEZ	JOSHUA
63	RIVERA	LUIS
64	RODRIGUEZ	SAMUEL
65	GARCIA	MARTIN
66	MCDONALD	CHRISTIA
67	PINEDA	MARK
68	CARDENAS	ERASMO
69	ESCAMILLA	EDWIN
70	RODRIGUEZ	LETICIA
71	MONTALVO	IRVING
72	RUIZ	MANUEL
73	SALINAS	JOSE
74	SANCHEZ	JUDY
75	FERNANDEZ	GISELLE
76	MARTINEZ	JAMIL
77	MARTINEZ	AARON
78	PALACIOS	TIFFANY
79	LAZO	ERIC
80	MARTINEZ	LUIS
81	BARREIRO	JOSHUAH
82	VEGA	FRANCISC
83	ORTEGA	HERIBERT
84	MUNIZ	MARTIN

85	RUIZ	ODETTE
86	MORALEZ	ASHLEY
87	ROCHA	DYLAN
88	SOTO	JAIME
89	RAMOS	PEDRO
90	RIVERA	DERRICK
91	MELGOZA	MARTIN
92	PEREZ	ANAELY
93	FLORES	VICTORIA
94	CRUZ	ARGENIS
95	PENA	MIGUEL
96	HURTADO	ALEXIS
97	ESPARZA	MARIO
98	MENDIOLA	MELLISSA
99	GUERRA	FELIX
100	SALINAS	RUBEN
101	NORIEGA	CRYSTAL
102	ESPIRICUETA	EDGAR
103	MALDONADO	JESSE
104	GARCIA	JESSE
105	HERNANDEZ	JUAN
106	SALINAS	MAXIMO
107	GREGORIO JR	ELISEO
108	SALAZAR	JOSE
109	MUNOZ	RUBEN
110	TREVINO	ROBERTO
111	PADILLA	MARK
112	REYES	ELIZABET
113	SPEARS	KEVIN
114	RODRIGUEZ	BRANDON
115	MORENO	IRIS
116	RAMIREZ	MIGUEL
117	MORALES	VICTOR
118	BROWN	CHRISTIA
119	RODRIGUEZ	ANTHONY
120	FUENTES	MARIA
121	ALVAREZ	JOANNA

The eligibility list created for the rank of Peace Officer from the entry level exam held October 16, 2021 will remain in effect for a period of (1) one year or until exhausted, whichever date comes first.

APPROVED AND CERTIFIED BY THE CIVIL SERVICE COMMISSION ON OCT. 26, 2021.

POSTED: WEDNESDAY, OCTOBER 27, 2021.

Anali Alanis, Asst. City Manager, Civil Service Director



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.D.

DATE SUBMITTED: November 1, 2021

MEETING DATE: November 5, 2021

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the raw and final scores from the promotional exam administered for Lieutenant for the Police Department on Tuesday, November 2, 2021.

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue:

Fiscal Consideration:

Staff Recommendation:

Alternatives:

Exclude Material from Public Packet? No

Reason:

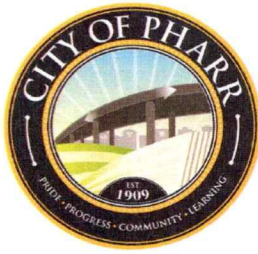
ROUTING:

Beatriz Fuentes

Anali Alanis

Created/Initiated - 11/1/2021

Final Approval - 11/2/2021



Pharr

Human Resources



OFFICE OF THE CIVIL SERVICE DIRECTOR
RESULTS PROMOTIONAL EXAM
POLICE DEPARTMENT
LIEUTENANT

<u>Social Security Number</u>		<u>Raw</u>	<u>Final</u>
1.	3185	78	88
2.	1886	79	87
3.	1959	72	82
4.	4924	71	81
5.	1109	70	80
6.	5195	66	66
7.	7426	64	64
8.	4607	64	64
9.	7915	60	60
10.	0454	60	60

This is a result of the promotional exam administered Tuesday, November 2, 2021 for the rank of Lieutenant in the Police Department.


Anali Alanis, Civil Service Director

POSTED: Tuesday, November 2, 2021



AGENDA MEMORANDUM



BOARD: Civil Service Commission

AGENDA ITEM #: 3.E.

DATE SUBMITTED: November 1, 2021

MEETING DATE: November 5, 2021

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Anali Alanis

Agenda Item: Consideration and Action, if any, approving and accepting the eligibility list from the promotional exam administered for Lieutenant for the Police Department on Tuesday, November 2, 2021.

Classification: Regular

(* If closed session, City Attorney must review and approve.)

Issue:

Fiscal Consideration:

Staff Recommendation:

Alternatives:

Exclude Material from Public Packet? No

Reason:

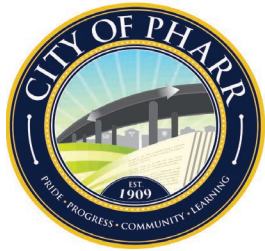
ROUTING:

Beatriz Fuentes

Anali Alanis

Created/Initiated - 11/1/2021

Final Approval - 11/2/2021



Pharr

Human Resources



**ELIGIBILITY LIST
PROMOTIONAL EXAM
POLICE DEPARTMENT
LIEUTENANT
NOVEMBER 2, 2021**

1. Guadalupe Garcia
2. Ernesto Vargas
3. Miguel Reyes
4. Max Longoria
5. Hector De Jesus

The eligibility list created for the rank of Lieutenant from the promotional exam held Tuesday, November 2, 2021 will remain in effect for a period of one year or until exhausted, Whichever date comes first.

Anali Alanis, HR/ Civil Service Director

APPROVED AND CERTIFIED BY THE CIVIL SERVICE COMMISSION
ON FRIDAY, NOVEMBER 5, 2021.

POSTED: FRIDAY, NOVEMBER 5, 2021