

**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., 2<sup>ND</sup> FLOOR, PHARR, TEXAS  
COMMENCING AT 8:30 AM ON  
WEDNESDAY, SEPTEMBER 6, 2023**

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 July 25, 2023 Regular Called Meeting. **This item supports SG - Sound Governance and Fiscal Sustainability.**

B) Consideration and action, if any, on approving and accepting the raw and final scores from the promotional exam for Lieutenant for the Fire Department on Friday, August 25, 2023. **This item supports SSC - Safe and Secure Community.** (HR)

C) Consideration and action, if any, on approving and accepting the eligibility list created from the promotional exam for Lieutenant for the Fire Department on Friday, August 25, 2023. **This item supports SSC - Safe and Secure Community.** (HR)

D) Consideration and action, if any, on approving and accepting the raw and final scores from the entry level exam for Peace Officer for the Police Department on Saturday, August 26, 2023. **This item supports SSC - Safe and Secure Community.** (HR)

E) Consideration and action, if any, on approving and accepting the eligibility list created from the entry level exam for Peace Officer for the Police Department on Saturday, August 26, 2023. **This item supports SSC - Safe and Secure Community.** (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**

AGENDA REGULAR MEETING  
September 6, 2023

**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 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 [hilda.pedraza@pharr-tx.gov](mailto:hilda.pedraza@pharr-tx.gov) or [imelda.barrera@pharr-tx.gov](mailto: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](http://www.pharr-tx.gov). This Notice was posted on the 31st day of August 2023 by 4:00 p.m. 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 31st day of August 2023**



  
IMELDA PEREZ, TRMC  
ASSISTANT CITY CLERK

**MINUTES  
CIVIL SERVICE COMMISSION**

The Civil Service Commission met in a Regular Called Meeting on Tuesday, July 25, 2023, at the Commissioners' Room located at 118 South Cage Blvd., 2nd Floor, Pharr, Texas. The following is the record of attendance.

**MEMBERS PRESENT:** Chairperson, Dolores Rodriguez  
Vice-Chairperson, Mario Lizcano

**MEMBERS ABSENT:** Board Member, Vittorio Puente

**STAFF PRESENT:** Hilda Pedraza, Interim Asst. City Mgr. / CS Director  
Bea Fuentes, HR Coordinator / CS  
Pilar Rodriguez, Fire Chief  
Albert Gonzalez, Asst. Fire Chief  
Michael Rodriguez, PD  
Rebecca Hayward, Civil Service Attorney  
Ricardo Rodriguez, City Attorney

**ITEM 1 CALL TO ORDER**

**A) ROLL CALL AND POSSIBLE ACTION ON THE EXCUSING OF ANY ABSENT MEMBER**

Chairperson Rodriguez called the meeting to order at 8:30 a.m. Roll call established a quorum.

Vice-Chairperson Lizcano moved to excuse absent member. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

**ITEM 2 PUBLIC TESTIMONY**

There were no comments from the public.

**ITEM 3 REGULAR AGENDA – OPEN SESSION:**

**A) APPROVAL OF MINUTES FOR JULY 3, 2023, REGULAR CALLED MEETING**

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano moved to approve minutes as submitted. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

**B) CONSIDERATION AND ACTION, IF ANY, ON APPEAL FILED BY LIEUTENANT RUDY HERNANDEZ OF THE PHARR FIRE DEPARTMENT ON THE NON-DISCIPLINARY TERMINATION ISSUED BY FIRE CHIEF PILAR RODRIGUEZ.**

Chairperson Rodriguez introduced the item and stated the item would be discussed in closed session.

At this time, Chairperson Rodriguez stated they would deviate from the agenda and go to Item 7. There was no objection.

**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 RULE AND REGULATIONS ADOPTED THEREUNDER**

Chairperson Rodriguez introduced the item and stated they would go into closed session. There was no objection.

**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 A CLOSED SESSION TO DISCUSS THE ITEMS LISTED ON THE PUBLIC PORTION OF THE MEETING AGENDA IN ACCORDANCE WITH THE FOLLOWING BELOW**

The time being 8:31 a.m., Chairperson Rodriguez stated the commission would be entering into closed session in accordance with Chapter 551 of the Texas Govt. Code to discuss agenda item listed in the public portion of the agenda and Pursuant to Sections 551.071, 551.074, 551.076, and 551.084.

**ITEM 9. RECONVENE**

The time being 8:41 a.m., Chairperson Rodriguez stated the commission would be resuming the open meeting.

**ITEM 3. REGULAR AGENDA – OPEN SESSION:**

**B) CONSIDERATION AND ACTION, IF ANY, ON APPEAL FILED BY LIEUTENANT RUDY HERNANDEZ OF THE PHARR FIRE DEPARTMENT ON THE NON-DISCIPLINARY TERMINATION ISSUED BY FIRE CHIEF PILAR RODRIGUEZ.**

Chairperson Rodriguez re-introduced the item.

Vice-Chairperson Lizcano **moved** to dismiss appeal due to lack of jurisdiction. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously.

**ITEM 4. ADMINISTRATIVE REPORTS**

Chairperson Rodriguez introduced the item.

Pilar Rodriguez, Fire Chief, briefly reported on status of four (4) current Firefighter vacancies.

**ITEM 5. CIVIL SERVICE DIRECTOR'S REPORTS**

Chairperson Rodriguez introduced the item.

Hilda Pedraza, Civil Service Director, reported a Fire Department promotional exam would take place on Friday, August 25, 2023, due to exhausting current eligibility list. She further reported an entry level exam for Police Officer was scheduled for Saturday, August 26, 2023, for eight (8) current vacancies.

**ITEM 6. CIVIL SERVICE COMMENTS**

Chairperson Rodriguez introduced the item and there were no comments from the Commission.

**ITEM 10. ADJOURNMENT**

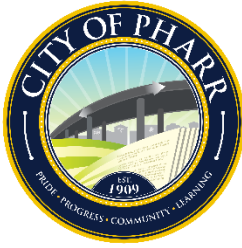
There being no further business to come before, Vice-Chairperson Lizcano **moved** to adjourn. Chairperson Rodriguez seconded the motion and when put to a vote, it carried unanimously. Meeting adjourned at 8:45 a.m.

\_\_\_\_\_  
Chairperson Dolores Rodriguez

\_\_\_\_\_  
Vice-Chairperson Mario Lizcano

\_\_\_\_\_  
Board Member Vittorio Puente

APPROVED:



## AGENDA MEMORANDUM



**BOARD:** Civil Service Commission

**AGENDA ITEM #:** 3.B.

**DATE SUBMITTED:** August 29, 2023

**MEETING DATE:** September 6, 2023

**FROM:** Beatriz Fuentes, HR Coordinator

**DEPARTMENT:** HR

**DIRECTOR:** Hilda Pedraza

**Agenda Item:** Consideration and action, if any, on approving and accepting the raw and final scores from the promotional exam for Lieutenant for the Fire Department on Friday, August 25, 2023. **This item supports SSC - Safe and Secure Community.**

**Classification:** Regular

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

**Issue:** No Issue.

**Fiscal Consideration:**

**Staff Recommendation:** Requesting approval of scores from the promotional exam for Lieutenant for the Fire Department as submitted.

**Alternatives:**

**Exclude Material from Public Packet?** No

**Reason:**

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### **ROUTING:**

Beatriz Fuentes

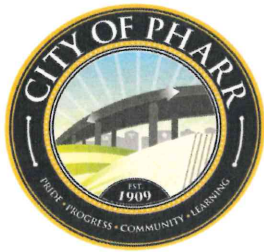
Created/Initiated - 8/29/2023

Hilda Pedraza

Approved - 8/31/2023

Ricardo Rodriguez

Final Approval - 8/31/2023



# Pharr

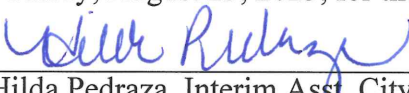
## Human Resources



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

<u>Social Security Number</u>	<u>Raw</u>	<u>Final</u>
1. 1362	79	89
2. 1552	74	84
3. 4593	67	
4. 1435	64	
5. 3026	64	
6. 6234	60	

This is a result of the promotional exam administered Friday, August 25, 2023, for the rank of Lieutenant in the fire department.

  
\_\_\_\_\_  
Hilda Pedraza, Interim Asst. City Manager/CS Director

POSTED: August 25, 2023



## AGENDA MEMORANDUM



**BOARD:** Civil Service Commission

**AGENDA ITEM #:** 3.C.

**DATE SUBMITTED:** August 29, 2023

**MEETING DATE:** September 6, 2023

**FROM:** Beatriz Fuentes, HR Coordinator

**DEPARTMENT:** HR

**DIRECTOR:** Hilda Pedraza

**Agenda Item:** Consideration and action, if any, on approving and accepting the eligibility list created from the promotional exam for Lieutenant for the Fire Department on Friday, August 25, 2023. **This item supports SSC - Safe and Secure Community.**

**Classification:** Regular

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

**Issue:** No issue.

**Fiscal Consideration:**

**Staff Recommendation:** Requesting approval of the eligibility list created from the promotional exam for Lieutenant for the Fire Department as submitted.

**Alternatives:**

**Exclude Material from Public Packet?** No

**Reason:**

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### **ROUTING:**

Beatriz Fuentes

Created/Initiated - 8/29/2023

Hilda Pedraza

Approved - 8/31/2023

Ricardo Rodriguez

Final Approval - 8/31/2023



# Pharr



**ELIGIBILITY LIST PROMOTIONAL EXAM  
FIRE DEPARTMENT LIEUTENANT  
AUGUST 25, 2023**

1. Trinidad Perez
2. Rafael Dominguez

The eligibility list created for the rank of Lieutenant from the promotional exam held Friday, August 25, 2023, will remain in effect for a period of one year from test date or until exhausted, whichever comes first.

APPROVED AND CERTIFIED BY THE CIVIL SERVICE COMMISSION ON SEP. 6, 2023.

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Hilda Pedraza, Interim Asst. City Manager / Civil Service Director

Posted: Wednesday, September 6, 2023.



## AGENDA MEMORANDUM



**BOARD:** Civil Service Commission

**AGENDA ITEM #:** 3.D.

**DATE SUBMITTED:** August 29, 2023

**MEETING DATE:** September 6, 2023

**FROM:** Beatriz Fuentes, HR Coordinator

**DEPARTMENT:** HR

**DIRECTOR:** Hilda Pedraza

**Agenda Item:** Consideration and action, if any, on approving and accepting the raw and final scores from the entry level exam for Peace Officer for the Police Department on Saturday, August 26, 2023. **This item supports SSC - Safe and Secure Community.**

**Classification:** Regular

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

**Issue:** No issue.

**Fiscal Consideration:**

**Staff Recommendation:** Requesting approval of scores from the entry level exam for Peace Officer for the Police Department as submitted.

**Alternatives:**

**Exclude Material from Public Packet?** No

**Reason:**

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### **ROUTING:**

Beatriz Fuentes

Created/Initiated - 8/29/2023

Hilda Pedraza

Approved - 8/31/2023

Ricardo Rodriguez

Final Approval - 8/31/2023



# Pharr

## Human Resources



	Social Sec.	Raw	Final		Social Sec.	Raw	Final
1	1544	98	98	25	0096	85	85
2	1063	98	98	26	4617	84	84
3	6820	91	96	27	0866	83	83
4	1482	94	94	28	7921	83	83
5	9458	89	94	29	2158	82	82
6	1281	93	93	30	2676	81	81
7	2614	93	93	31	2331	81	81
8	7871	92	92	32	5011	81	81
9	6819	91	91	33	5707	81	81
10	7683	86	91	34	9466	80	80
11	3594	90	90	35	1212	80	80
12	3674	90	90	36	2051	80	80
13	8872	90	90	37	0272	75	80
14	7752	90	90	38	1259	79	79
15	9709	88	88	39	0558	78	78
16	8903	88	88	40	9281	78	78
17	2053	88	88	41	7694	77	77
18	7660	88	88	42	9771	75	75
19	4404	87	87	43	5685	75	75
20	0567	87	87	44	5068	73	73
21	7179	87	87	45	6164	68	68
22	1621	86	86	46	6161	68	68
23	6254	85	85	47	0749	68	68
24	6034	85	85	48	7674	67	67

This is a result of the entry-level exam administered for Police Officer on Saturday, August 26, 2023.

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Hilda Pedraza  
Interim Asst. City Manager / Civil Service Director



## AGENDA MEMORANDUM



**BOARD:** Civil Service Commission

**AGENDA ITEM #:** 3.E.

**DATE SUBMITTED:** August 29, 2023

**MEETING DATE:** September 6, 2023

**FROM:** Beatriz Fuentes, HR Coordinator

**DEPARTMENT:** HR

**DIRECTOR:** Hilda Pedraza

**Agenda Item:** Consideration and action, if any, on approving and accepting the eligibility list created from the entry level exam for Peace Officer for the Police Department on Saturday, August 26, 2023. **This item supports SSC - Safe and Secure Community.**

**Classification:** Regular

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

**Issue:** No issue.

**Fiscal Consideration:**

**Staff Recommendation:** Requesting approval of the eligibility list created from the entry level exam for Peace Officer for the Police Department as submitted.

**Alternatives:**

**Exclude Material from Public Packet?** No

**Reason:**

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### **ROUTING:**

Beatriz Fuentes

Created/Initiated - 8/29/2023

Hilda Pedraza

Approved - 8/31/2023

Ricardo Rodriguez

Final Approval - 8/31/2023



# Pharr

## Human Resources



1	GONZALEZ	OMAR	V
2	REYES	TAMMY	
3	MARTINEZ	PEDRO	R
4	SOSA	ORLANDO	
5	SANCHEZ	ENRIQUE	
6	ZUNIGA	LESLIE	J
7	RAMIREZ	JUAN	D
8	GARCIA	JOSHUA	C
9	SALAZAR	ANDRES	D
10	ALFARO	JUBERTO	
11	PERALES	JOSUE	F
12	GONZALEZ	JESSE	S
13	HERNANDEZ	JONATHAN	L
14	NUNEZ	CHRISTIN	
15	SANCHEZ	JOSE	M
16	ADAME	RODOLFO	
17	MONTEMAYOR	JOE	D
18	LEYVA	VALENTIN	
19	CHAVEZ	ALLAN	
20	HINOJOSA	DANIEL	
21	PENA	MIGUEL	A
22	OCHOA	TAMARA	

23	SILVA	ULISES	
24	RODRIGUEZ	DAVID	
25	ESQUIVEL	ASHLEY	D
26	MARTINEZ	ANNA	L
27	IGLESIAS	HUGO	C
28	BRAVO	EUDALDA	A
29	MARTINEZ	JOHN	D
30	GUAJARDO	JUAN	M
31	MADRIGAL	JOSE	E
32	GUILLEN	BRANDON	D
33	GUZMAN	JOSE	M
34	FLORES	BRITTANY	A
35	GONZALEZ	JOSE	R
36	GONZALEZ	JAIME	
37	VELA	ISAAC	L
38	GONZALEZ	BRIANA	I
39	GARZA	AZael	
40	SANTILLAN	CLARISSA	H
41	RIALS	EVAN	J
42	OLIVAREZ	SAMUEL	
43	TANGUMA	CITHLALY	B
44	GONZALEZ	LESSLEE	M

The eligibility list created for the rank of **Police Officer** from the entry level exam held **Saturday, August 26, 2023**, 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 WEDNESDAY, SEPTEMBER 6, 2023.

POSTED: WEDNESDAY, SEPTEMBER 6, 2023.

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Hilda Pedraza, Interim Asst. City Manager / Civil Service Director