

**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 9:00 AM ON
MONDAY, DECEMBER 29, 2025**

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.*

REGULAR AGENDA - OPEN SESSION:

A) Approval of Minutes for October 28, 2025. **This item supports SG - Sound Governance and Fiscal Sustainability.**

AGENDA REGULAR MEETING
December 29, 2025

B) Consideration and Action, if any, on approving and accepting the raw and final scores and approving and accepting the eligibility list created from the promotional exam for Deputy Chief / Fire Marshal for the Fire Department on Thursday, November 20, 2025. **This item supports SSC - Safe and Secure Community.**

C) Consideration and Action, if any, on approving and accepting the raw and final scores and approving and accepting the eligibility list created from the entry level exam for Fire Fighter for the Fire Department on Friday, December 19, 2025. **This item supports SSC - Safe and Secure Community.**

3. ADMINISTRATIVE REPORTS:

A) Police Department and Fire Department Report

B) Civil Service Director's Report

C) Civil Service Board Comments

4. LEGAL:

5. 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.

AGENDA REGULAR MEETING
December 29, 2025

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.

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

7. 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 1007 or FAX 956-475-3442 or Email cityclerksoffice@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 18th day of December 2025 at 3:00 p.m. and will remain posted continuously for at least three (3) business days 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 18th day of December 2025





ALESSANDRA GARCIA, CPM
ASSISTANT CITY CLERK

I certify that the attached notice and agenda of items to be considered by the Civil Service Commission was removed from the bulletin board of City Hall on the ____ day of _____, 20__ by,

Name: _____

Title: _____

**MINUTES
CIVIL SERVICE COMMISSION
REGULAR CALLED MEETING
TUESDAY, OCTOBER 28, 2025
118 SOUTH CAGE 2nd FLOOR**

The Civil Service Commission met in a Regular Called Meeting on Tuesday, October 28, 2025, 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
Board Member, Vittorio Puento

STAFF PRESENT: HR Director/Civil Service, Veronica Ramirez
HR Coordinator/Civil Service, Bea Fuentes
Deputy Fire Chief, Carlos Arispe
Police Chief, Juan F. Gonzalez

ITEM 1. CALL TO ORDER

Chairperson Rodriguez called the meeting to order at 9:00 a.m. Roll call established a quorum.

ITEM 2. PUBLIC TESTIMONY

There were no comments from the public.

ITEM 3. REGULAR AGENDA - OPEN SESSION

A) APPROVAL OF MINUTES FOR JUNE 24, 2025. THIS ITEM SUPPORTS SG SOUND GOVERNANCE AND FISCAL SUSTAINABILITY.

Chairperson Rodriguez introduced the item.

Vice-Chairperson, Mario Lizcano **moved** to approve minutes as submitted. Board Member Puento seconded the motion and when put to a vote, it was carried unanimously.

B) CONSIDERATION AND ACTION, IF ANY, ON APPROVING AND ACCEPTING THE RAW AND FINAL SCORES AND APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE ENTRY LEVEL EXAM FOR POLICE OFFICER FOR THE POLICE DEPARTMENT ON FRIDAY, OCTOBER 3, 2025. THIS ITEM SUPPORTS SSC - SAFE AND SECURE COMMUNITY.

Chairperson Rodriguez introduced the item.

Vice-Chairperson, Mario Lizcano **moved** to approve scores and list as submitted. Board Member Puente seconded the motion and when put to a vote, it was carried unanimously.

- C) CONSIDERATION AND ACTION, IF ANY, ON APPROVING AND ACCEPTING THE RAW AND FINAL SCORES AND APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM FOR BATTALION CHIEF FOR THE FIRE DEPARTMENT ON WEDNESDAY, OCTOBER 8, 2025. THIS ITEM SUPPORTS SSC - SAFE AND SECURE COMMUNITY.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson, Mario Lizcano **moved** to approve scores and list as submitted. Board Member Puente seconded the motion and when put to a vote, it was carried unanimously.

- D) CONSIDERATION AND ACTION, IF ANY, ON APPROVING AND ACCEPTING THE RAW AND FINAL SCORES AND APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM FOR LIEUTENANT FOR THE FIRE DEPARTMENT ON WEDNESDAY, OCTOBER 8, 2025. THIS ITEM SUPPORTS SSC - SAFE AND SECURE COMMUNITY.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson, Mario Lizcano **moved** to approve scores and list as submitted. Board Member Puente seconded the motion and when put to a vote, it was carried unanimously.

- E) CONSIDERATION AND ACTION, IF ANY, ON APPROVING AND ACCEPTING THE RAW AND FINAL SCORES AND APPROVING AND ACCEPTING THE ELIGIBILITY LIST CREATED FROM THE PROMOTIONAL EXAM FOR ENGINEER FOR THE FIRE DEPARTMENT ON WEDNESDAY, OCTOBER 8, 2025. THIS ITEM SUPPORTS SSC - SAFE AND SECURE COMMUNITY.**

Chairperson Rodriguez introduced the item.

Vice-Chairperson, Mario Lizcano **moved** to approve scores and list as submitted. Board Member Puente seconded the motion and when put to a vote, it was carried unanimously.

ITEM 4. ADMINISTRATIVE REPORTS

Chairperson Rodriguez introduced the item.

A) POLICE DEPARTMENT AND FIRE DEPARTMENT REPORT

Police Chief, Juan F. Gonzalez, reported there were 20+ certified police officers that tested and passed the recent entry level exam. Chief Gonzalez further announced and invited the public to the “Annual Trunk & Treat” event scheduled for Friday, October 31, 2025, at Main Event.

Deputy Chief, Carlos Arispe, reported the upcoming promotions scheduled for the ranks of Battalion Chief, Lieutenant and Engineer after recent successful promotional exams, as well as his retirement after 37 years of service with the Pharr Fire Department.

B) CIVIL SERVICE DIRECTOR'S REPORT

Chairperson Rodriguez introduced the item.

Civil Service Director, Veronica Ramirez, announced there was nothing to report for this meeting.

C) CIVIL SERVICE BOARD COMMENTS

Chairperson Rodriguez introduced the item.

Vice-Chairperson Lizcano recognized National First Responders Day and thanked all the service men and women for their honor to protect day in and day out.

Civil Service Board members thanked Deputy Chief Arispe for his 37 years of service and all members

ITEM 5. CLOSED SESSION

None

ITEM 6. RECONVENE INTO OPEN SESSION AND CONSIDER ACTION, IF NECESSARY, ON ANY ITEM(S) DISCUSSED IN CLOSED SESSION

None

ITEM 7. ADJOURNMENT

There being no further business to come before the Board, Vice-Chairperson Mario Lizcano **moved** to adjourn. Board Member Vittorio Puente seconded the motion and when put to a vote, it was carried unanimously. The meeting adjourned at 9:15 a.m.

Chairperson Dolores Rodriguez

Vice-Chairperson Mario Lizcano

Board Member Vittorio Puente

**STATE OF TEXAS
COUNTY OF HIDALGO
CITY OF PHARR**

ON THIS 28th DAY OF OCTOBER 2025 the Board of Civil Service Directors of the City of Pharr, Texas convened in a **REGULAR CALLED MEETING** at the Commissioner’s Room located at 118 S. Cage, 2nd Floor, Pharr, Texas. The meeting being open to the public and notice of said meeting, giving the date, place, subject, hereof, having been posted in accordance with Chapter 551, Texas Government Code (Open Meetings Act) and there being present a quorum, I, **BEATRIZ FUENTES, HUMAN RESOURCE COORDINATOR**, of the City of Pharr, Texas, certify that this is a true and correct copy of the minutes.

ATTEST:

BEATRIZ FUENTES
HUMAN RESOURCES COORDINATOR

APPROVED:



AGENDA MEMORANDUM



BOARD: CIVIL SERVICE COMMISSION

AGENDA ITEM #: B.

DATE SUBMITTED: December 16, 2025

MEETING DATE: December 29, 2025

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Veronica Ramirez

Agenda Item: Consideration and Action, if any, on approving and accepting the raw and final scores and approving and accepting the eligibility list created from the promotional exam for Deputy Chief / Fire Marshal for the Fire Department on Thursday, November 20, 2025. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

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

Issue: Eligibility list required due to recent retirements.

Fiscal Consideration:

Staff Recommendation: Approval of scores and eligibility lists as presented.

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes

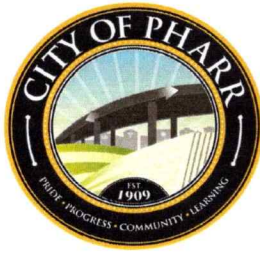
Created/Initiated - 12/16/2025

Ashley Melendez

Approved - 12/18/2025

Veronica Ramirez

Final Approval - 12/18/2025



Pharr

Human Resources



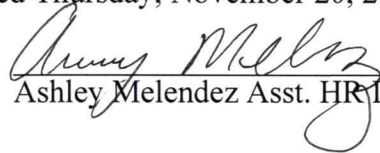
OFFICE OF THE CIVIL SERVICE DIRECTOR
RESULTS
PROMOTIONAL EXAM
DEPUTY CHIEF / FIRE MARSHAL
FIRE DEPARTMENT

1. **Martinez, David**
2. Vasquez, Sergio

Raw
78
66

Final
88

This is a result of the promotional exam administered Thursday, November 20, 2025, for the rank of Deputy Chief / Fire Marshal in the fire department.


Ashley Melendez Asst. HR Director/Civil Service

POSTED: November 20, 2025



Pharr

Human Resources



OFFICE OF THE CIVIL SERVICE DIRECTOR
RESULTS
PROMOTIONAL EXAM
DEPUTY CHIEF / FIRE MARSHAL
FIRE DEPARTMENT

1. **David Martinez**

This is a result of the promotional exam administered Thursday, November 20, 2025, for the rank of Deputy Chief / Fire Marshal in the fire department.

Veronica Ramirez, HR/Civil Service Director

POSTED: December 29, 2025



AGENDA MEMORANDUM

BOARD: CIVIL SERVICE COMMISSION

AGENDA ITEM #: C.

DATE SUBMITTED: December 16, 2025

MEETING DATE: December 29, 2025

FROM: Beatriz Fuentes, HR Coordinator

DEPARTMENT: HR

DIRECTOR: Veronica Ramirez

Agenda Item: Consideration and Action, if any, on approving and accepting the raw and final scores and approving and accepting the eligibility list created from the entry level exam for Fire Fighter for the Fire Department on Friday, December 19, 2025. **This item supports SSC - Safe and Secure Community.**

Classification: Regular

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

Issue: An eligibility list is required in order to fill any vacancies for Firefighter.

Fiscal Consideration:

Staff Recommendation: Approval of lists as presented.

Alternatives:

Exclude Material from Public Packet? No

Reason:

ROUTING:

Beatriz Fuentes
Ashley Melendez
Veronica Ramirez

Created/Initiated - 12/16/2025
Approved - 12/18/2025
Final Approval - 12/18/2025



	LName	FName	MI	Raw Score	Final
1	HERNANDEZ	ISRAEL	R	96	96
2	LOPEZ	ANGEL	J	89	94
3	ESTRADA REYES	VANESSA		89	94
4	SALINAS	MIGUEL	A	88	93
5	RODRIGUEZ	RAUL	A	90	90
6	WILLIAMS	XAVIER	M	90	90
7	KAYAL	RAKAHN	F	90	90
8	BOWDEN	BILLY		89	89
9	DURHAM	TIMOTHY	P	88	88
10	JUAREZ	JAVIER	A	88	88
11	GALAVIZ	KEANU		88	88
12	HUERTA	HUGO	A	88	88
13	LOREDO	CHRISTIA		88	88
14	SANCHEZ	ETHAN		88	88
15	ALANIZ	CALEB	F	87	87
16	FALCON	RQBERT	J	87	87
17	BENAVIDES	JORGE		87	87
18	MARTINEZ	GUSTAVO	G	82	87
19	TORRES	DANIEL		86	86
20	DELOSSANTOS	JOSE	A	81	86
21	DURAN	PABLO	F	85	85
22	RUIZ	JESUS	M	84	84
23	GARCIA	NICHOLAS	T	84	84
24	SANTILLAN	VICTOR		84	84
25	DIAZ	DEREK	S	84	84
26	GONZALEZ	DEON	D	84	84
27	SANCHEZ	MATTHEW	A	83	83
28	CAVAZOS	ALVARO	U	82	82
29	MARQUEZ	BRONCE	Y	82	82
30	VAZQUEZ	VICTOR	V	81	81
31	CHEATHAM	DAVID	A	80	80
32	REYES	MARCELO	E	79	79
33	TORRES	ADAM	N	74	74
34	GUTIERREZ	DAMIEN	J	65	
35	SANCHEZ	LUIS	A	64	
36	LERMA	BRANDON	S	62	
37	RODRIGUEZ	ANDRES	G	61	
38	ALCANTAR	JOSE	F	61	
39	RODRIGUEZ	DANIEL	A	60	
40	SANCHEZ	GABINO	N	59	
41	KIBODEAUX	BRANDON	P	57	
42	CANTU RIVERA	DANIEL	A	56	
43	LOZANO	JUAN	A	54	
44	LUGO	GILBERTO		51	
45	MARTINEZ	ISAIAH	E	43	

This is a result of the entry-level exam administered Friday, December 19, 2025 for *Veronica Ramirez* Firefighter in the Fire Department.

	LName	FName	MI
1	HERNANDEZ	ISRAEL	R
2	LOPEZ	ANGEL	J
3	ESTRADA REYES	VANESSA	
4	SALINAS	MIGUEL	A
5	RODRIGUEZ	RAUL	A
6	WILLIAMS	XAVIER	M
7	KAYAL	RAKAHN	F
8	BOWDEN	BILLY	
9	DURHAM	TIMOTHY	P
10	JUAREZ	JAVIER	A
11	GALAVIZ	KEANU	
12	HUERTA	HUGO	A
13	LOREDO	CHRISTIA	
14	SANCHEZ	ETHAN	
15	ALANIZ	CALEB	F
16	FALCON	RQBERT	J
17	BENAVIDES	JORGE	
18	MARTINEZ	GUSTAVO	G
19	TORRES	DANIEL	
20	DELOSSANTOS	JOSE	A
21	DURAN	PABLO	F
22	RUIZ	JESUS	M
23	GARCIA	NICHOLAS	T
24	SANTILLAN	VICTOR	
25	DIAZ	DEREK	S
26	GONZALEZ	DEON	D
27	SANCHEZ	MATTHEW	A
28	CAVAZOS	ALVARO	U
29	MARQUEZ	BRONCE	Y
30	VAZQUEZ	VICTOR	V
31	CHEATHAM	DAVID	A
32	REYES	MARCELO	E
33	TORRES	ADAM	N

This is a result of the entry-level exam administered Friday, December 19, 2025 for Firefighter in the Fire Department.

Veronica Ramirez, HR/Civil Service Director

Posted: Monday, Dec. 29,2025