



**CITY OF NEW BRAUNFELS, TEXAS  
CIVIL SERVICE COMMISSION MEETING**



**CITY HALL - TEJAS ROOM  
550 LANDA STREET**

**MONDAY, FEBRUARY 26, 2024 at 9:00 AM**

**AGENDA**

- 1. **CALL TO ORDER**
- 2. **ROLL CALL**
- 3. **PRESENTATIONS**

None

4. **APPROVAL OF MINUTES**

- A) Approval of minutes from January 29, 2024 meeting. [24-270](#)  
Chairperson, Paul Ericksen
- B) Approval of minutes from February 9, 2024 meeting. [24-271](#)  
Chairperson, Paul Ericksen

5. **COMMUNICATIONS**

This time is for citizens to address the Civil Service Commission on issues and items of concerns not on this agenda. There will be no action at this time.

6. **DISCUSSION AND ACTION**

- A) Discuss and consider calling for a Police Officer [24-272](#) entrance examination to fill a vacancy and/or create an eligibility list.  
Human Resources Generalist, Lori Stidham
- B) Discuss and consider calling for a Fire Lieutenant [24-273](#) promotional assessment center to fill a vacancy and/or create an eligibility list.  
Human Resources Generalist, Lori Stidham

7. **EXECUTIVE SESSION**

The Commission shall retire into an Executive Session on any agenda item as provided under Chapter 551.074 and 551.071 of the Texas Government Code and/or Section 143.053(d) of the Texas Local Government Code, as applicable.

8. **ADJOURNMENT**

**CERTIFICATION**

I hereby certify the above Notice of Meeting was posted on the bulletin board at the New Braunfels City Hall.

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Board Liaison

NOTE: Persons with disabilities who plan to attend this meeting and who may need auxiliary aids or services such as interpreters for persons who are deaf or hearing impaired, readers, or large print, are requested to contact the City Secretary's Office at 221-4010 at least two (2) work days prior to the meeting so that appropriate arrangements can be made.



# Civil Service Commission Agenda Item Report

550 Landa Street  
New Braunfels, TX

**2/26/2024**

Agenda Item No. A)

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**PRESENTER:**

Chairperson, Paul Ericksen

**SUBJECT:**

Approval of minutes from January 29, 2024 meeting.

**FINAL - MINUTES  
OF THE NEW BRAUNFELS CIVIL SERVICE COMMISSION  
REGULAR MEETING OF MONDAY, JANUARY 29, 2024**

**AGENDA**

**1. CALL TO ORDER**

The meeting commenced at 1:00 pm.

**2. ROLL CALL**

The following Commissioners were present:

Chairperson Paul Ericksen

Commissioner Andrew Hamilton

**3. PRESENTATIONS**

None

**4. APPROVAL OF MINUTES**

A) Approval of minutes from the January 4, 2024 meeting.

**Commissioner Hamilton made a motion to approve the item.**

**Chairperson Ericksen seconded the motion, which passed.**

**5. COMMUNICATIONS**

This time is for citizens to address the Civil Service Commission on issues and items of concerns not on this agenda. There will be no action at this time.

**6. DISCUSSION AND ACTION**

A) Discuss and consider report from the Civil Service Director regarding questions 1 - 34 from the Fire Captain promotional examination conducted on January 11, 2024.

**Civil Service Director, Becca Miears presented the item and briefly discussed an incident that occurred during the Fire Captain promotional examination conducted on January 11, 2024. She explained to the Commission that after the online written examination began; one of the candidates informed both Lori Stidham, HR Generalist and Director, Becca Miears that he noticed that there were questions on the examination that were taken from chapters of the book that were not listed as an approved section of the reference material. Several other candidates noticed as well and informed the**

HR staff who were present. The director had advised the candidates to continue to take the exam and assured them that the incident would be handled. She further explained to the commission that revisions have been made for the rank of Lieutenant on the reference material list and is listed as an agenda item for Commission's approval.

Chairperson Ericksen asked if anyone present at the meeting would like to address the issue.

Fire Lieutenant, Cody Williams introduced himself and addressed the Commission by stating that he would like for the Commission to consider throwing out the examination due to the first 34 questions that were not from the approved study material.

Fire Lieutenant, Justin Doegey also addressed the Commission, stating regardless if the questions were thrown out or given full credit, the rank order would not change.

Civil Service Director, Becca Mears clarified with the Commission that rank order would not change to the written portion of the scores, but could possibly change after the assessment center.

Fire Lieutenant, Cody Williams addressed his concerns with the vendor to the Commission.

Civil Service Director, Becca Mears informed the Commission that HR did speak to the vendor regarding the issues from the exams. She also confirmed that the same vendor would be utilized for the Lieutenant's examination to keep the current timeline.

Fire Chief, Ruy Lozano addressed the Commission as well, explaining that HR and the Fire Department did not want to make a final decision on using the same test vendor until after the Commission ruled on this issue. He further explained that HR and the Fire Department will search for a new vendor and make improvements to the review process of the examinations.

Chairperson Ericksen asked if there were any other comments or questions.

Fire Lieutenant, Stuart Toepfich asked the Commission what are the options for test.

**Chairperson Ericksen stated the options are throwing out the 34 questions or to re-test.**

**Fire Chief, Lozano recommended giving credit for the 34 questions.**

**Chairperson Ericksen announced that the Commission would be retiring into Executive Session to discuss the item at 1:11 pm.**

**The Commission reconvened into open session at 1:19 pm. Chairperson Ericksen announced no action was taken during Executive Session.**

**Commissioner Hamilton made a motion to eliminate all 34 questions from the chapters not listed on the approved Promotional Reference material list. And to give equivalent credit to all candidates for all 34 questions. Chairperson Ericksen seconded the motion, which passed.**

**B) Discuss and consider approval of amendments to the City of New Braunfels Firefighters and Police Officers Civil Service Commission Rules and Regulations; Section 143.023 Cause for Rejection for Entry Level Firefighter Chapter 143.**

**Civil Service Director, Becca Mears presented and briefly discussed the item.**

**Commissioner Hamilton made a motion to approve the item. Chairperson Ericksen seconded the motion, which passed.**

**C) Discuss and consider approval of amendments to the City of New Braunfels Firefighters and Police Officers Civil Service Commission Rules and Regulations; Section 143.032 (3) (b) Promotional Examination Procedure Chapter 143.**

**Civil Service Director, Becca Mears presented and briefly discussed the item.**

**Chairperson Ericksen asked for any comments.**

**Fire Captain, Jack Ward asked if a valid Texas ID could be added to the list.**

**City Attorney, Val Acevedo stated having valid Texas Drivers License is a minimum requirement. She further explained that in Texas you**

can't legally hold both a valid Texas Drivers license and a valid Texas ID. You could hold both and one would need to be surrendered.

Fire Captain, Jack Ward also asked if a Concealed License to Carry would be considered.

Civil Service Director, Becca Miears answered that this was considered however, it was not listed on the list of approved identification for the I-9 form, and wanted to remain consistent with the I-9 requirements.

Commissioner Hamilton made a motion to approve the item. Chairperson Ericksen seconded the motion, which passed.

D) Discuss and consider approval and certification of the revised Promotional Testing Reference Material for the Fire Department.

Civil Service Director, Becca Miears presented and briefly discussed the item.

Commissioner Hamilton made a motion to approve the item. Chairperson Ericksen seconded the motion, which passed.

E) Discuss and consider calling for a Fire Lieutenant promotional examination to fill a vacancy and/or create an eligibility list.

Human Resources Generalist, Lori Stidham presented and briefly discussed the item.

Commissioner Hamilton made a motion to approve the item. Chairperson Ericksen seconded the motion, which passed.

F) Discuss and consider approval and certification of the revised eligibility list for Fire Engineer from the promotional examination conducted on December 8, 2023.

Human Resources Generalist, Lori Stidham presented and briefly discussed the item.

Chairperson Ericksen made a motion to approve the item. Commissioner Hamilton seconded the motion, which passed.

## **7. EXECUTIVE SESSION**

The Commission shall retire into an Executive Session on any agenda item as provided under Chapter 551.074 and 551.071 of the Texas Government Code and/or Section 143.053(d) of the Texas Local Government Code, as applicable.

**8. ADJOURNMENT**

**Meeting adjourned at 1:28 pm.**

Date Approved: \_\_\_\_\_

\_\_\_\_\_  
Commission Member

\_\_\_\_\_  
Commission Member

Attest:

\_\_\_\_\_  
Lori Stidham     Human Resources Generalist





## Civil Service Commission Agenda Item Report

550 Landa Street  
New Braunfels, TX

**2/26/2024**

Agenda Item No. B)

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**PRESENTER:**

Chairperson, Paul Ericksen

**SUBJECT:**

Approval of minutes from February 9, 2024 meeting.

**FINAL - MINUTES  
OF THE NEW BRAUNFELS CIVIL SERVICE COMMISSION  
REGULAR MEETING OF FRIDAY, FEBRUARY 9, 2024**

**AGENDA**

**1. CALL TO ORDER**

The meeting commenced at 9:05 am.

**2. ROLL CALL**

The following Commissioners were present:

Chairperson Paul Ericksen

Vice-Chairperson Heidi Aleman

Commissioner Andrew Hamilton

**3. PRESENTATIONS**

None

**4. APPROVAL OF MINUTES**

None

**5. COMMUNICATIONS**

This time is for citizens to address the Civil Service Commission on issues and items of concerns not on this agenda. There will be no action at this time.

**6. DISCUSSION AND ACTION**

A) Discuss and consider appeals by one (1) Fire Captain of question 68 from the Battalion/Division Chief Promotional Examination conducted on January 8, 2024.

Human Resources Generalist, Lori Stidham informed the Commission that the Fire Captain who had submitted the appeal, was not present for the meeting.

Fire Chief Lozano asked if the appeal was submitted in writing and if he gave his reason for the appeal. Lori Stidham did answered yes and explained his reason was the answer was not word for word from the study material.

No action was taken on this item.

B) Discuss and consider approval and certification of the eligibility list for Battalion/Division Chief from the promotional examination and assessment centers conducted on January 8, and January 23, 2024, depending on the outcome of item 6 A.

**Human Resources Generalist, Lori Stidham presented and briefly discussed the item.**

**Vice-Chairperson Aleman made a motion approve to the item. Commissioner seconded the motion, which passed.**

C) Discuss and consider approval and certification of the eligibility list for Fire Captain from the promotional examination and assessment centers conducted on January 11, and January 24, 2024.

**Human Resources Generalist, Lori Stidham presented and briefly discussed the item.**

**Commissioner Hamilton made a motion to approve the item. Vice-Chairperson seconded the motion, which passed.**

**7. EXECUTIVE SESSION**

The Commission shall retire into an Executive Session on any agenda item as provided under Chapter 551.071 (Consultation with attorney) of the Texas Government Code and/or Section 143.053(d) of the Texas Local Government Code, as applicable.

**8. ADJOURNMENT**

**Meeting adjourned at 9:10 am.**

Date Approved: \_\_\_\_\_

\_\_\_\_\_  
Commission Member

\_\_\_\_\_  
Commission Member

Attest:

\_\_\_\_\_  
Lori Stidham Human Resources Generalist

**2/26/2024**

Agenda Item No. A)

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**PRESENTER:**

Human Resources Generalist, Lori Stidham

**SUBJECT:**

Discuss and consider calling for a Police Officer entrance examination to fill a vacancy and/or create an eligibility list.

**DEPARTMENT:** Human Resources

**COUNCIL DISTRICTS IMPACTED:** N/A

**BACKGROUND INFORMATION:**

N/A

**ISSUE:**

N/A

**FISCAL IMPACT:**

N/A

**STAFF ANALYSIS:**

N/A

# **CITY OF NEW BRAUNFELS CIVIL SERVICE COMMISSION**

**BE IT ORDERED BY THE NEW BRAUNFELS CIVIL SERVICE COMMISSION CERTIFIED POLICE**

## **CERTIFIED POLICE OFFICER ENTRY LEVEL EXAM**

Notice and appropriate action regarding the approval of the CERTIFIED POLICE OFFICER ENTRY LEVEL Examination. The hiring process has been approved in accordance with City of New Braunfels Firefighters and Police Officers Civil Service Commission Rules and Regulations (Local Rules).

### **ANNOUNCEMENT OF EXAM:**

The next approved written examination will be administered on the following date and time:

**Date: Saturday, April 13, 2024**  
**Time: 8:00 A.M.**  
**Place: New Braunfels Police Department**  
**3030 West San Antonio St.**  
**New Braunfels, Texas 78130**

Check-in will begin at 7:15 a.m. **Late arrivals will not be admitted** and are considered disqualified. Photo identification through your current State-issued driver's license will be required at time of check-in for the examination.

### **PURPOSE:**

The purpose of this examination is to establish an eligibility list to fill new and future vacancies. The eligibility list will be valid for a period of twelve (12) months from the date it is approved by the Commission, or until the list is exhausted.

### **QUALIFICATIONS:**

The following list includes the minimum qualifications for taking the written examination:

1. Must be at least twenty-one (21) years of age at the time and date of the written examination.
2. Must not have reached forty- five (45) years of age prior to the date of the written examination.
3. Must submit proof of a High School Diploma or transcripts, G.E.D., or Home School transcript indicating completion.
4. Must hold your Certified Texas Peace Officers License OR proof that you have successfully passed the TCOLE State Licensing Exam through a copy of the TCOLE letter that reflects the date and score/grade by the test of 04/13/2024.
5. Certified Officers with at least three (3) years of law enforcement experience will qualify for the lateral program (one [1] step will be recognized for each completed year of full-time prior service, as deemed applicable, up to Step [10]. Police Officers who have ten [10] or more years of full-time prior service shall be placed at Step 10.)
6. Must provide proof of your current valid Driver's License and cannot be prohibited from operating a motor vehicle by any other State or Federal law.
7. Must provide proof of a valid Social Security Card.
8. Must be a U. S. citizen.
9. Must be able to read, write and converse in English fluently.
10. Must not be prohibited from purchasing or carrying a firearm or possessing ammunition.
11. Must not have any of the disqualifying items listed in the attached "Additional Suitability Factors."

**HIRING PROCESS:**

Prior to being hired, applicants must successfully complete all steps below:

1. Complete and submit an online employment application;
2. Receive an invitation to test and overview of the hiring process (sent via email);
3. Pass a written examination;
4. Pass a physical agility and swim test;
5. Receive a conditional job offer;
6. Complete a Personal History Packet;
7. Pass a physical examination, including pre-employment drug screen & vision requirements;
8. Pass an oral interview board;
9. Pass a polygraph examination;
10. Pass a comprehensive background investigation;
11. Pass a psychological examination;
12. Be reviewed and appointed by the City Manager.

**PAY AND INCENTIVES:**

- CURRENT STARTING ANNUAL BASE PAY FOR CERTIFIED POLICE OFFICER: \$67,429.00
- \$3,000 Sign-on and Retention Incentive for Certified Police Officers who have less than three (3) years of experience (paid out in three \$1,000 annual lump sum payments)
- \$5,000 Sign-on and Retention Incentive for Certified Police Officers who have three (3) or more years of experience (paid out as follows: \$2,500 at hire; \$1,500 after completion of first year; \$1,000 after completion of two years)
- Additional pay for TCOLE Intermediate Peace Officer proficiency and higher
- Additional pay for TCOLE recognized regionally accredited degree (Associates through Masters)
- Additional pay for specified certifications
- Additional pay for bilingual ability (Spanish, German, or American Sign Language (ASL) only, test required)

**BENEFITS:**

- Vacation and Sick Leave
- Military Leave
- Bereavement Leave
- TMRS Retirement, 7% Contribution, 2:1 City Match
- Medical, Dental, Vision, and Supplemental Insurance Options
- Longevity Pay
- Thirteen (13) Paid Holidays
- Employee Assistance Program
- Uniforms, Footwear, Equipment, Weapons
- Tuition Reimbursement up to 100%

\*Note: All insurance products are offered and effective on the first day of the month following 30 days of employment.

For position information, please contact Sergeant Deb Cunningham or Training Coordinator Mike Burton at the City of New Braunfels Police Department at (830) 221-4139, or by email at [joinnbpd@nbtexas.org](mailto:joinnbpd@nbtexas.org).

**Please complete an online application at:**

<https://www.governmentjobs.com/careers/cityofnewbraunfels>

*The City of New Braunfels is an Equal Opportunity Employer*

**DEADLINE FOR APPLICATIONS:**

Applications for this examination will be accepted until **5:00 p.m. on Friday, March 22, 2024.**

APPLICANTS MUST ALSO PASS THE PHYSICAL AGILITY STANDARDS AND MEET ALL OF THE ADDITIONAL ELIGIBILITY REQUIREMENTS LISTED IN THE "ADDITIONAL SUITABILITY FACTORS," WHICH CAN BE FOUND ON OUR CITY WEBSITE AT: <https://www.newbraunfels.gov/1804/Civil-Service-Information>

## POLICE OFFICER/CADET

Department:	<b>Police</b>	Class Code:	<b>16509/16511</b>
Revised Date:	<b>August 2019</b>	FLSA Status:	<b>Non-Exempt</b>
		Safety/Security Sensitive:	<b>Yes</b>

**GENERAL PURPOSE:** Under general supervision, provides responsive and courteous police services in the protection of life and property through the enforcement of laws and ordinances, generally consisting of routine patrol, interventions, investigations and traffic regulation duties. The City of New Braunfels Department operates under Chapter 143 of the Texas Local Government Code and the City of New Braunfels Firefighters and Police Officers Civil Service Commission Rules and Regulations.

### **PRIMARY DUTIES AND RESPONSIBILITIES:**

The following duties **ARE NOT** intended to serve as a comprehensive list of all duties performed by all employees in this classification, only a representative summary of the primary duties and responsibilities. Incumbent(s) may not be required to perform all duties listed and may be required to perform additional, position-specific duties.

- Preserves the peace of the community through mediation, investigation, intervention, documentation, and arrest; utilizes all lawful means to improve the quality of life by reducing the fear and incidence of crime, recognizing and resolving problems, and meeting the public safety needs for the City of New Braunfels (City).
- Enforces local, state and Federal laws, and enforces compliance with local regulations and ordinances, according to policies, procedures and regulations.
- Patrols the City to respond to citizens' requests for assistance, enforce traffic regulations, detect crime, apprehend violators, and assure public safety.
- Patrols and provides security for assigned areas, looking for unusual or suspicious activities or persons; responds to emergency and non-emergency calls for service; communicates with victims, witnesses and suspects in cases; provides scene security and protection for Fire and medical personnel.
- Investigates crimes and accidents; secures and processes crime and accident scenes and identifies and collects evidence within scope of authority.
- Arrests law violators; transports and processes suspects, victims and prisoners.
- Completes detailed reports and required documentation; serves warrants and court documents.
- Maintains vehicle and equipment in accordance with Department guidelines.
- Represents the Police Department at court hearings; prepares reports and testifies in court cases.
- Assists and coordinates with other emergency services personnel, public organizations and businesses, and Federal, state and local law enforcement organizations.
- Presents education and information programs for community and school awareness projects; teaches and counsels residents on law enforcement activities and referral resources.
- Performs specialized functions in areas of expertise, including patrol and shift management, training, K-9, SWAT/SRT, and other special enforcement, intervention and investigative teams.
- Maintains the integrity, professionalism, values and goals of the City by assuring that all rules and regulations are followed, and that accountability and public trust are preserved.
- Participates in and performs field training duties and assignments as required.
- May be assigned to additional assignments or divisions as determined by Management.
- Performs other duties as assigned or required.



## **MINIMUM QUALIFICATIONS (ELIGIBILITY REQUIREMENTS): Education and Experience:**

High school diploma or GED equivalent.

### **Required Licenses or Certifications:**

- Must have Peace Officers License from Texas Commission on Law Enforcement (TCOLE) and/or have passed the TCOLE State License Exam no later than the time and date of the written examination. Applicants will receive a preference if certified.
- **If non-certified** on the date and time of the written examination, must have thirty (30) college hours, at the time of application, from a regionally accredited university and/or college which are accepted and are recognized by TCOLE **OR** two (2) years of active of military service **OR** six (6) years of reserve status with the Armed Services or National Guard.
- Must have a valid Texas Driver's License (or **must** be able to obtain as required by Texas State law if current driver's license is from another licensing state within the United States) **AND** cannot be prohibited from operating a motor vehicle by any State or Federal law.

### **Required Knowledge:**

- Police Department guidelines, policies and procedures.
- City, county, state and federal laws, regulations, codes and ordinances.
- Texas criminal justice and court systems and the principles of criminal justice records management.
- Law enforcement methods, practices, and procedures.
- Basic criminal procedures on the apprehension, arrest, and custody of persons committing misdemeanors and felonies, including preservation and presentation of evidence in traffic and criminal cases.
- Basic criminal procedures on the rules of evidence, probable cause, use of force, and search and seizure.
- Investigative and interrogative procedures and protocols for observation of critical details.
- Available local community issues and regional community resources available to citizens.
- Geography, roads, and landmarks of City and surrounding areas.

### **Required Skills:**

- Exercising controlled discretion in situations requiring diplomacy, fairness, and sound judgment.
- Recognizing suspicious behavior patterns, mediating difficult situations, and using effective arrest and control techniques.
- Interacting effectively with people of different socioeconomic and ethnic backgrounds.
- Remaining alert at all times and reacting quickly and calmly in emergency situations.
- Operating motor vehicles and special police equipment during emergency situations.
- Interpreting laws and regulations, making decisions, maintaining composure, and working effectively under stressful conditions and emergency situations.
- Evaluating facts and evidence, drawing logical conclusions and making proper recommendations.

- Identifying, collecting and preserving crime scene evidence.
- Working as a team member with other law enforcement agencies.
- Care, maintenance and safe operation of a variety of law enforcement vehicles, equipment, weapons and tools.
- Operating a personal computer using a variety of business software.
- Effective communication, both verbal and written.

**Physical Demands / Work Environment:**

- Work is performed indoors and outdoors with exposure to inclement weather; includes ability to stand and sit for long periods while maintaining alertness and rapid response; must be able to safely climb, crawl, bend, jump, balance, and run with minimal to no notice; and the ability to safely lift, drag and/or carry in excess of one hundred (100) pounds occasionally, and frequently lift and/or carry a minimum of fifty (50) pounds; may be exposed to physical attacks, hazardous chemicals, drugs, infectious and communicable diseases; required to physically restrain persons; subject to extended periods of intense concentration in review of crime scenes, special investigations and law enforcement report preparation; will be subject to working in and around water; may be required to ride a bike.
- Must be able to work in uniform, with duty belt, issued weapons, and a bulletproof vest.
- Must be able to work irregular hours that will include evenings, weekends, nights and holidays on any assigned shift.
- May be required to work immediately before, during or immediately after an emergency or disaster.
- Must maintain a level of physical fitness to meet Police Department standards.
- NOTE: This position is designated safety and/or security sensitive.

**2/26/2024**

Agenda Item No. B)

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**PRESENTER:**

Human Resources Generalist, Lori Stidham

**SUBJECT:**

Discuss and consider calling for a Fire Lieutenant promotional assessment center to fill a vacancy and/or create an eligibility list.

**DEPARTMENT:** Human Resources

**COUNCIL DISTRICTS IMPACTED:** N/A

**BACKGROUND INFORMATION:**

N/A

**ISSUE:**

N/A

**FISCAL IMPACT:**

N/A

**STAFF ANALYSIS:**

N/A

**CITY OF NEW BRAUNFELS  
CIVIL SERVICE COMMISSION**

**BE IT ORDERED BY THE CITY OF NEW BRAUNFELS CIVIL SERVICE  
COMMISSION:**

Notice and appropriate action regarding the approval of the **FIRE LIEUTENANT Promotional Assessment Orientation/Training and Assessment Centers**. The following will be administered on the following dates and times in accordance with the New Braunfels Firefighter Association Meet and Confer Agreement:

**Fire Lieutenant Assessment Orientation/Training (Option #1)**

**Date: Tuesday, May 7, 2024**

**Time: 10:00 am**

**Place: Virtual**

*OR*

**Fire Lieutenant Assessment Orientation/Training (Option #2)**

**Date: Wednesday, May 8, 2024**

**Time: 3:00 pm**

**Place: Virtual**

**(MUST ATTEND ONE OF THE TWO OPTIONS LISTED ABOVE)**

**Fire Lieutenant Assessment Centers**

**Dates: Monday, May 20, 2024**

**Tuesday, May 21, 2024**

**Wednesday, May 22, 2024**

**Thursday, May 23, 2024 (If Needed)**

**Time: 8:00 am – 5:00 pm**

**Place: City Hall – 550 Landa St., New Braunfels, Texas**

**APPROVED** this *26th day of February 2024*.

\_\_\_\_\_  
PAUL ERICKSEN  
CHAIRPERSON

\_\_\_\_\_  
HEIDI ALEMAN  
VICE-CHAIRMAN

\_\_\_\_\_  
ANDREW HAMILTON  
COMMISSIONER

ATTEST:

Posted: \_\_\_\_\_

\_\_\_\_\_  
BECCA MIEARS  
CIVIL SERVICE DIRECTOR

Date/Time: \_\_\_\_\_