



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



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

MONDAY, JUNE 3, 2024 at 2:00 PM

AGENDA

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

None

4. **APPROVAL OF MINUTES**

- A) Approval of minutes from May 16, 2024 meeting.
Chairperson, Paul Ericksen

[24-750](#)

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 entrance examination to fill a vacancy and/or create an eligibility list.
Human Resources Generalist, Lori Stidham [24-751](#)
- B) Discuss and consider approval and certification of the eligibility list for Fire Lieutenant from the promotional examination and assessment centers conducted on April 29, May 20, and 21, 2024.
Human Resources Generalist, Lori Stidham [24-753](#)
- C) Discuss and consider approval and certification of the revised Promotional Testing Reference Material for the Fire Department.
Human Resources Generalist, Lori Stidham [24-754](#)

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.

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 (830) 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

6/3/2024

Agenda Item No. A)

PRESENTER:

Chairperson, Paul Ericksen

SUBJECT:

Approval of minutes from May 16, 2024 meeting.

**FINAL - MINUTES
OF THE NEW BRAUNFELS CIVIL SERVICE COMMISSION
REGULAR MEETING OF THURSDAY, MAY 16, 2024**

AGENDA

1. CALL TO ORDER

The meeting commenced at 1:00 pm.

2. ROLL CALL

The following Commissioners were present:

Chairperson Paul Ericksen

Vice-Chairperson Heidi Aleman

Commissioner Andrew Hamilton

3. PRESENTATIONS

None

None

4. APPROVAL OF MINUTES

A) Approval of minutes from the April 23, 2024 meeting.

Commissioner Hamilton made a motion to approve the item.

Vice-Chairperson 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 approval and certification of the revised Promotional Testing Reference Material for the Fire Department.

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

Vice-Chairperson Aleman made a motion to approve the item.

Commissioner Hamilton seconded the motion, which passed.

B) Discuss and consider appeals by two (2) Fire Engineers of question(s) 28, 41 and 67 from the Fire Lieutenant Promotional Examination

conducted on April 29, 2024.

Human Resources Generalist, Lori Stidham presented the item and introduced Fire Engineer Benjamin Hickman and asked him to present his appeal for questions number 28 and 67.

Fire Engineer Benjamin Hickman stated to the Commission that he has decided to withdraw his appeal for question number 67. Therefore, this question will remain the same.

Fire Engineer Benjamin Hickman presented his appeal and explained to the Commission his reason for appealing this question. He requested the Commission vote to make both answers A and C as correct.

Fire Engineer Randal Wolfe asked to speak on this question and explained to the Commission why he believed this question to be valid and to remain the same.

Fire Engineers Jason Grohman, Jordan Johnson and others present spoke in agreement that question number 28 to be valid.

Vice-Chairperson Aleman made a motion to over-rule the answer key and make both answers A and C both correct responses. Commissioner Hamilton seconded the motion, which passed.

Lori Stidham Human Resources Generalist introduced Fire Engineer Randal Wolfe and asked him to present his appeal of question number 41.

Fire Engineer Randal Wolfe provided handouts to the Commission and stated why he is appealing question number 41.

Several other Fire Department team members debated on the appeal of question number 41.

Chairperson Ericksen announced the Commission will be retiring into Executive Session to discuss the item at 1:29 pm.

The Commission reconvened into to open session at 1:39 pm. City Attorney Val Acevdo announced no action was taken during Executive Session.

Vice-Chairperson Aleman made a motion to sustain the answer key to

keep question number 41 to remain the same. Commissioner Hamilton seconded the motion, which passed.

Fire Captain James Sellers asked the Commission if they would consider additional revisions for the Fire Department's promotional reference material listing.

Civil Service Director, Becca Miers answered that the reference material listing would be placed on a future agenda for discussion.

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 1:41 pm.

Date Approved: _____

Commission Member

Commission Member

Attest:

Lori Stidham

HR Generalist

6/3/2024

Agenda Item No. A)

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, June 29, 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 submit proof of a High School Diploma or transcripts, G.E.D., or Home School transcript indicating completion.
3. 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 06/29/2024.
4. 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.)
5. 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.
6. Must provide proof of a valid Social Security Card.
7. Must be a U. S. citizen.
8. Must be able to read, write and converse in English fluently.
9. Must not be prohibited from purchasing or carrying a firearm or possessing ammunition.
10. 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.

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, June 21, 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:	Police	Class Code:	16509/16511
Revised Date:	August 2019	FLSA Status:	Non-Exempt
		Safety/Security Sensitive:	Yes

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.

6/3/2024

Agenda Item No. B)

PRESENTER:

Human Resources Generalist, Lori Stidham

SUBJECT:

Discuss and consider approval and certification of the eligibility list for Fire Lieutenant from the promotional examination and assessment centers conducted on April 29, May 20, and 21, 2024.

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 FIRE DEPARTMENT
 FIRE LIEUTENANT PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
 MONDAY, APRIL 29, 2024 at 9:00 a.m./MONDAY, MAY 20, 2024 - THURSDAY, APRIL 23, 2024 - 8:00 a.m.
 LOCATION: MCKENNA EVENT CENTER

FIRE LIEUTENANT PROMOTIONAL ELIGIBILITY LIST

RANK	NAME	RAW	RAW	RAW	RAW	COMPOSITE	SENIORITY	EDUCATION	FINAL SCORE
		WRITTEN	WRITTEN	ASSESSMENT	ASSESSMENT				
		GRADE	GRADE	CENTER SCORE	CENTER SCORE	SCORE	POINTS	POINTS	
		(X70%)	(X70%)	(X30%)	(X30%)				
1	Jason Grohman	97	67.90	87.95	26.39	94.29	8	2	104.29
2	Benjamin Hickman	97	67.90	88.40	26.52	94.42	3	0	97.42
3	Jason Flournoy	92	64.40	90.00	27.00	91.40	5	0	96.40
4	Preston Coldewey	87	60.90	81.69	24.51	85.41	10	0	95.41
5	Randal Wolff	93	65.10	89.98	26.99	92.09	2	1	95.09
6	Jordan Johnson	86	60.20	90.96	27.29	87.49	5	0	92.49
9	Jeffrey Zelenak	88	61.60	84.76	25.43	87.03	3	2	92.03
8	Jason Bertie	86	60.20	85.55	25.67	85.87	3	3	91.87
7	Matthew Wolfe	75	52.50	88.33	26.50	79.00	10	2	91.00
10	Christopher Walderman	86	60.20	81.98	24.59	84.79	6	0	90.79
11	Jorge Alonso Jr.	87	60.90	86.87	26.06	86.96	2	1	89.96
12	Vance Doege	82	57.40	78.85	23.66	81.06	6	1	88.06
14	Dustin Benke	85	59.50	81.60	24.48	83.98	3	1	87.98
13	Wes Short	83	58.10	79.58	23.87	81.97	6	0	87.97
15	David Herzig	83	58.10	83.78	25.13	83.23	3	0	86.23
16	Jacob Neffendorf	73	51.10	80.91	24.27	75.37	2	0	77.37

Becca Miears, Civil Service Director

Examination Posting Date: January 29, 2024
 Examination Conducted by: Becca Miears, Human Resources/Civil Service Director;
 Lindsey Cox, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

PASSED, APPROVED, AND CERTIFIED this 3rd day of June, 2024 by:

 PAUL ERICKSEN, CHAIRPERSON

 HEIDI ALEMAN, VICE-CHAIRPERSON

 ANDREW HAMILTON, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
 Date/Time: _____

6/3/2024

Agenda Item No. C)

PRESENTER:

Human Resources Generalist, Lori Stidham

SUBJECT:

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

DEPARTMENT: Human Resources

COUNCIL DISTRICTS IMPACTED: N/A

BACKGROUND INFORMATION:

N/A

ISSUE:

N/A

FISCAL IMPACT:

N/A

STAFF ANALYSIS:

N/A



FIRE DEPARTMENT PROMOTIONAL EXAMINATION REFERENCE LIST

ENGINEER

- Pumping and Aerial Apparatus Driver/Operator Handbook, 3rd Edition, IFSTA (ISBN 978-087939571-1) - Paperback
- Building Construction Related to the Fire Service, 4th Edition, IFSTA (ISBN 978-087939594-0) - Paperback
- Developing the Leader Within You 2.0, John Maxwell (ISBN 978-0-7180-74081) – Paperback; (ISBN 978-0-7180-7399-2) - Hardcover

LIEUTENANT

- Fire and Emergency Services Company Officer, 6th Edition, IFSTA (**Fire Officer I - ONLY**); Omit Part B Fire Officer Level II, Chapters 12-16 (ISBN 978-087939650-3) - Paperback
- Collapse of Burning Buildings: A Guide to Fireground Safety, 2nd Edition (ISBN 978-1-59370-233-5) - Hardcover
- The 21 Irrefutable Laws of Leadership, 25th Anniversary Edition, John Maxwell (ISBN 978-0-3101-5949-0) – Paperback; (ISBN 978-1-4002-3616-9) - Hardcover

CAPTAIN

- Fire and Emergency Services Company Officer, 6th Edition, IFSTA (**Fire Officer II - ONLY**); Omit Part A Fire Officer Level I, Chapters 1-11 (ISBN 978-087939650-3) - Paperback
- Fire Officer's Handbook of Tactics, 5th Edition, John Norman (ISBN 978-1593704384) – Paperback; (ISBN 9781593704186) - Hardcover
- The 360° Leader, John Maxwell (ISBN 978-1-4002-0359-8) – Paperback; (ISBN 978-0-7852-6092-9) - Hardcover

BATTALION CHIEF

- Chief Officer, 4th Edition, IFSTA (ISBN 978-087939644-2) - Paperback
- The Evolving Fireground: Research-Based Tactics, 1st Edition, Sean Grey and P.J. Norwood (ISBN 978-1-59370-405-6) - Paperback
- Leadership: The 11 Essential Changes Every Leader Must Embrace, John Maxwell (ISBN 978-1-4002-1294-1) – Paperback; (ISBN 978-0-7180-9850-6) - Hardcover

Reference Copies available at the Human Resources/Civil Service Office at City Hall,
550 Landa Street (reference only; cannot be checked out).
Posted and Approved: 06/03/2024; until further notice.