



CITY OF NEW BRAUNFELS, TEXAS
CIVIL SERVICE COMMISSION MEETING



CITY HALL - TEJAS ROOM
550 LANDA STREET

FRIDAY, FEBRUARY 9, 2024 at 9:00 AM

AGENDA

1. **CALL TO ORDER**

2. **ROLL CALL**

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 [24-167](#) question 68 from the Battalion/Division Chief Promotional Examination conducted on January 8, 2024.

Lori Stidham, HR Generalist

B) Discuss and consider approval and certification of the [24-168](#) 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.

Lori Stidham, HR Generalist

C) Discuss and consider approval and certification of the [24-169](#) eligibility list for Fire Captain from the promotional examination and assessment centers conducted on January 11, and January 24, 2024.

Lori Stidham, HR Generalist

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**

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 221-4010 at least two (2) work days prior to the meeting so that appropriate arrangements can be made.

2/9/2024

Agenda Item No. A)

PRESENTER:

Lori Stidham, HR Generalist

SUBJECT:

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

DEPARTMENT: Human Resources

COUNCIL DISTRICTS IMPACTED: N/A

BACKGROUND INFORMATION:

N/A

ISSUE:

N/A

FISCAL IMPACT:

N/A

STAFF ANALYSIS:

N/A

CONFIDENTIAL TEST MATERIAL

(ANSWERS AND SUPPORTING DOCUMENTATION)

**DO NOT COPY OR
DISTRIBUTE TO OTHERS**

YOU WILL BE REQUIRED TO RETURN THESE
DOCUMENTS TO HR AFTER THE MEETING

BATTALION/DIVISION CHIEF PROMOTIONAL ONLINE WRITTEN EXAM APPEALS – 01-2024

QUESTION #68

Question 68

Generic Parent / LeaderShift 9860 2019 oe

1 pt

LeaderShift: According to the author, prior to the end of the 1980's Management Literature ruled the day. In the late 80's authors began writing books about leadership and people eagerly bought them. Why did he say that people bought the books written on leadership?

- A. Life was moving faster.
- B. Change was becoming normal.
- C. They needed a way to navigate the world's complexities. 
- D. All of the above

Question Type: Multiple Choice
Randomize Answers: No
Date Added: Sun 17th Sep 2023
Last Modified: Thu 12th Oct 2023
QID#: 34,415,235

Incorrectly answered feedback

Ch. 1 page 1 bottom of 1st para.

REFERENCE MATERIAL – QUESTION #68

CHAPTER 1

WHY EVERY LEADER NEEDS
TO LEADERSHIFT

Change or die.

—THOMAS EDGLEY

I've been wanting to write a book on the idea of *leadershifts* for a long time because a lot has changed in the decades I've been studying and practicing leadership. In the 1970s when I was new to my career, I could find very few books on leadership. Back then, *management* ruled the business world and Peter Drucker was the king. That started to change toward the end of the 1980s, as a few authors were starting to write leadership books. People eagerly bought and read them. Why? Because they could feel that life was moving faster, change was becoming normal, and they needed a way to navigate the world's complexities, which were becoming more challenging.

People need to learn leadership to be successful. The principles of management, which had been taught for years, depended on stability

2/9/2024

Agenda Item No. B)

PRESENTER:

Lori Stidham, HR Generalist

SUBJECT:

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.

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
 BATTALION/DIVISION CHIEF PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
 MONDAY, JANUARY 8, 2024 at 9:00 a.m./TUESDAY, JANUARY 23, 2024 - 8:00 a.m.
 LOCATION: MCKENNA EVENT CENTER

BATTALION/DIVISION CHIEF ELIGIBILITY LIST

NAME	RAW WRITTEN GRADE	RAW WRITTEN GRADE (X50%)	RAW ASSESSMENT CENTER SCORE	RAW ASSESSMENT CENTER SCORE (X50%)	COMPOSITE SCORE	SENIORITY POINTS	EDUCATION POINTS	FINAL SCORE
Michael Hayes	85.00	42.50	88.88	44.44	86.94	2	3	91.94
Christopher Nored	94.00	47.00	75.65	37.83	84.83	3	3	90.83
Clinton (Tyler) Hindman	87.00	43.50	76.91	38.46	81.96	3	2	86.96
Eric Wyatt	86.00	43.00	72.71	36.36	79.36	5	1	85.36
Jack Ward	74.00	37.00	83.96	41.98	78.98	6	0	84.98
Jesse Martinez	70.00	35.00	68.63	34.32	69.32	2	2	73.32

Becca Mears, Civil Service Director

Examination Posting Date: October 9, 2023
 Examination Conducted by: Becca Mears, Human Resources/Civil Service Director;
 Lindsey Cox, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

PASSED, APPROVED, AND CERTIFIED this 9th day of February, 2024 by:

 PAUL ERICKSEN, CHAIRPERSON

 HEIDI ALEMAN, VICE-CHAIRPERSON

 ANDREW HAMILTON, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
 Date/Time: _____

2/9/2024

Agenda Item No. C)

PRESENTER:

Lori Stidham, HR Generalist

SUBJECT:

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.

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 CAPTAIN PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
THURSDAY, JANUARY 11, 2024 at 9:00 a.m./WEDNESDAY, JANUARY 24, 2024 - 8:00 a.m.
LOCATION: MCKENNA EVENT CENTER

FIRE CAPTAIN ELIGIBILITY LIST

NAME	RAW WRITTEN GRADE	RAW WRITTEN GRADE (X60%)	RAW ASSESSMENT CENTER SCORE	RAW ASSESSMENT CENTER SCORE (X40%)	COMPOSITE SCORE	SENIORITY POINTS	EDUCATION POINTS	FINAL SCORE
Justin Doegey	98.00	58.80	82.96	33.18	91.98	6	1	98.98
Stuart Toeppich	93.00	55.80	86.96	34.78	90.58	3	2	95.58
Cody Williams	81.00	48.60	85.27	34.11	82.71	6	1	89.71
Clint Edwards	87.00	52.20	79.64	31.86	84.06	2	0	86.06

Becca Mears, Civil Service Director

Examination Posting Date: October 9, 2023
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 Lindsey Cox, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

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 ANDREW HAMILTON, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
Date/Time: _____