



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



**CITY HALL - COUNCIL CHAMBERS
550 LANDA STREET**

MONDAY, DECEMBER 1, 2025 at 2:00 PM

1. CALL TO ORDER

2. ROLL CALL

3. PRESENTATIONS

None

4. APPROVAL OF MINUTES

- A) Approval of minutes from the November 7, 2025 meeting. [25-1483](#)
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 the appeal submitted by applicant [25-1484](#) Jeremy Tucker regarding the results of his psychological examination pursuant to Texas Local Government Code Section 143.022 and the City of New Braunfels Local Civil Service Rules.
- B) Appointment of a list of three physicians, psychiatrists or [25-1485](#) psychologists to a standing Examination Board, with alternates.
- C) Discuss and consider calling for a Battalion Chief [25-1486](#) promotional assessment center to fill a vacancy and/or create an eligibility list.
- D) Discuss and consider calling for a Fire Captain [25-1487](#) promotional assessment center to fill a vacancy and/or create an eligibility list.
- E) Discuss and consider calling for a Fire Lieutenant [25-1488](#) promotional assessment center to fill a vacancy and/or create an eligibility list.

7. EXECUTIVE SESSION

The Commission shall retire into an Executive Session on any agenda item as provided under Chapter 551.074 (personnel matters) and 551.071(consultation with attorney) of the Texas 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

12/1/2025

Agenda Item No. A)

PRESENTER:

Chairperson Paul Ericksen

SUBJECT:

Approval of minutes from the November 7, 2025 meeting.

**FINAL - MINUTES
OF THE NEW BRAUNFELS CIVIL SERVICE COMMISSION
REGULAR MEETING OF FRIDAY, NOVEMBER 7, 2025**

AGENDA

1. CALL TO ORDER

The meeting commenced at 9:00 am.

2. ROLL CALL

The following Commissioners were present:

Chairperson Paul Ericksen

Vice-Chairperson Heidi Aleman

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 approval and certification of the eligibility list for Police Officer from the entrance examination conducted on October 18, 2025.

Civil Service Director Becca Miears presented the item.

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

Chairperson Ericksen seconded the motion, which passed.

- B) Discussion and possible action on whether or not probable cause exists to proceed to an evidentiary hearing under Section 143.054 of the Texas Local Government Code regarding the Fire Chief's recommendation to demote Lieutenant John Weige.

Chairperson Ericksen read the item and the opening statement.

7. EXECUTIVE SESSION

The Commission may retire into Executive Session, as provided under Texas Government Code Sections 551.071 (Consultation with Attorney) to receive legal advice regarding matters on this agenda.

Chairperson Ericksen announced the Commission would retire into executive session at 9:09 am.

The Commission returned from executive session at 9:16 am and Chairperson Ericksen announced no action was taken during executive session.

Chairperson Ericksen announced the Commission would retire into executive session at 9:17 am.

RECONVENE INTO REGULAR SESSION – Take action on item (B) on this agenda.

Commissioners returned to open session at 9:30 am and Chairperson Ericksen announced no action was taken during executive session.

Vice-Chairperson Aleman made a motion on behalf of the Commission, that probable cause does exist and to proceed with the demotion process of Lieutenant John Weige.

Chairperson Ericksen seconded the motion, which passed.

Attorney Ryan Henry explained the next steps of the public hearing process.

8. ADJOURNMENT

The meeting adjourned at 9:31 am.

Date Approved: _____

Commission Member

Commission Member

Attest:

Lori Stidham

HR Generalist

12/1/2025

Agenda Item No. A)

PRESENTER

Civil Service Director, Becca Mears

SUBJECT:

Discuss and consider the appeal submitted by applicant Jeremy Tucker regarding the results of his psychological examination pursuant to Texas Local Government Code Section 143.022 and the City of New Braunfels Local Civil Service Rules.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A

12/1/2025

Agenda Item No. B)

PRESENTER

Civil Service Director, Becca Miears

SUBJECT:

Appointment of a list of three physicians, psychiatrists or psychologists to a standing Examination Board, with alternates.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A

12/1/2025

Agenda Item No. C)

PRESENTER

Human Resources Generalist, Lori Stidham

SUBJECT:

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

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

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 **BATTALION/DIVISION CHIEF Promotional Assessment Orientation/Training and Assessment Centers**. The following will be administered on the following dates and times in accordance with the New Braunfels Police Officer Association Meet and Confer Agreement:

Assessment Online Orientation/Training

Date: Monday, February 2, 2026

Time: 1:00 pm and 3:00 pm

Place: Virtual (a link will be emailed to each candidate)

(ATTENDANCE IS HIGHLY RECOMMENDED)

Assessment Center Training (On-site)

Date: Monday, February 9, 2026

Time: 2:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

Assessment Centers

Date: Week of 2/9 – 2/13, 2026

Time: 8:00 am – 5:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

APPROVED this 1st day of December 2025.

PAUL ERICKSEN
CHAIRPERSON

HEIDI ALEMAN
VICE-CHAIRMAN

VACANT
COMMISSIONER

ATTEST:

Posted: _____

BECCA MIEARS
CIVIL SERVICE DIRECTOR

Date/Time: _____

12/1/2025

Agenda Item No. D)

PRESENTER

Human Resources Generalist, Lori Stidham

SUBJECT:

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

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

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 CAPTAIN Promotional Assessment Orientation/Training and Assessment Centers**. The following will be administered on the following dates and times in accordance with the New Braunfels Police Officer Association Meet and Confer Agreement:

Assessment Online Orientation/Training

Date: Monday, February 2, 2026

Time: 1:00 pm and 3:00 pm

Place: Virtual (a link will be emailed to each candidate)

(ATTENDANCE IS HIGHLY RECOMMENDED)

Assessment Center Training (On-site)

Date: Monday, February 9, 2026

Time: 2:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

Assessment Centers

Date: Week of 2/9 – 2/13, 2026

Time: 8:00 am – 5:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

APPROVED this *1st day of December 2025*.

PAUL ERICKSEN
CHAIRPERSON

HEIDI ALEMAN
VICE-CHAIRMAN

VACANT
COMMISSIONER

ATTEST:

Posted: _____

BECCA MIEARS
CIVIL SERVICE DIRECTOR

Date/Time: _____

12/1/2025

Agenda Item No. E)

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

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

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 Police Officer Association Meet and Confer Agreement:

Assessment Online Orientation/Training

Date: Monday, February 2, 2026

Time: 1:00 pm and 3:00 pm

Place: Virtual (a link will be emailed to each candidate)

(ATTENDANCE IS HIGHLY RECOMMENDED)

Assessment Center Training (On-site)

Date: Monday, February 9, 2026

Time: 2:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

Assessment Centers

Date: Week of 2/9 – 2/13, 2026

Time: 8:00 am – 5:00 pm

**Place: 375 S Castell Ave, New Braunfels Civic/Convention Center
(Garden Rooms), New Braunfels, Texas**

APPROVED this *1st day of December 2025*.

PAUL ERICKSEN
CHAIRPERSON

HEIDI ALEMAN
VICE-CHAIRMAN

VACANT
COMMISSIONER

ATTEST:

Posted: _____

BECCA MIEARS
CIVIL SERVICE DIRECTOR

Date/Time: _____