

**FINAL - MINUTES
OF THE NEW BRAUNFELS CIVIL SERVICE COMMISSION
REGULAR MEETING OF TUESDAY, FEBRUARY 3, 2026**

AGENDA

1. CALL TO ORDER

The meeting commenced at 1:02 pm.

2. ROLL CALL

The following Commissioners were present:

Chairperson Paul Ericksen

Vice-Chairperson Heidi Aleman

Commissioner Kelly Minor

3. PRESENTATIONS

None

4. APPROVAL OF MINUTES

A) Approval of minutes from December 1, 2026.

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

Commissioner Kelly Minor seconded the motion; which was approved.

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) Election of Officers for year 2026 in accordance with Chapter 143 Section 143.006.

Human Resources Generalist presented and briefly discussed the item.

The Commissioners voted on the election of officers. Paul Ericksen will remain as the Chairperson. Heidi Aleman will remain as the Vice-Chairperson and Kelly Minor has been appointed as the new Commissioner.

B) Discuss and consider appeals by one (1) Fire Lieutenant of question

number 53 from the Fire Captain online written examination conducted on January 12, 2026.

Human Resources Generalist Lori Stidham presented the item and introduced Fire Lieutenant Jack Dwyer and asked him to present his appeal of question number 53 of the Fire Captain promotional examination. He stated that the answer key is not correct and asked the Commission to overrule the answer key.

Chairperson Ericken announced that the Commission would hear all the appeals before voting on each question.

C) Discuss and consider appeals by five (5) Fire Engineers of the following question numbers 4, 18, and 98. from the Fire Lieutenant online written examination conducted on January 12, 2026.

Human Resources Generalist Lori Stidham presented the item and introduced Fire Engineer Jordan Johnson and asked him to present his appeal of question number 4 from the promotional Fire Lieutenant examination. He explained the Commission that he believed that there were two correct answers and asked the Commission to overrule the answer key.

Civil Service Director Becca Miears asked Chairperson Ericksen if any others would like to speak on the item.

Fire Engineer Randal Wolff explained that the question he believed that the question is valid and explained his reason to the Commission.

Lori Stidham announced that there are several Fire Engineers appealing question number 18 from the promotional Fire Lieutenant examination. The following Fire Engineers presented their appeals:

Jordan Johnson

Wesley Short

Randal Wolff

Jeffrey Zelenak

Wesley Short started by explaining his reason for his appeal of this question. All other appellants agreed that there are multiple correct answers to this question.

Lori Stidham asked for Fire Engineer Dakota Billings to present his appeal of question number 98 from the promotional Fire Lieutenant examination. He stated after reviewing the question and reference book, he decided to withdraw his appeal.

The Commission voted on each question separately:

Question number 53 from the Fire Captain's promotional examination; the Commission voted to overrule the answer key and make (A) as the correct answer.

Question number 4 from the Fire Lieutenant's promotional examination; the Commission voted to sustain the question and keep it as is.

Question number 18 from the Fire Lieutenant's promotional examination; the Commission voted to overrule the answer key and make (B), (C) and (D) all correct answers.

7. **EXECUTIVE SESSION**

8. **ADJOURNMENT**

The meeting adjourned at 1:36 pm.

Date Approved: _____

Commission Member _____

Commission Member _____

Attest:

Lori Stidham HR Generalist