



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



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

MONDAY, MARCH 2, 2026 at 2:00 PM

AGENDA

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

None

4. **APPROVAL OF MINUTES**

- A) Approval of minutes from February 3, 2026.
Chairperson Paul Ericksen

[26-256](#)

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 promotional eligibility list for Battalion/Division Chief from the promotional examination and assessment centers conducted in January and February 2026. [26-257](#)
- B) Discuss and consider approval and certification of the promotional eligibility list for Fire Captain from the promotional examination and assessment centers conducted in January and February 2026. [26-258](#)
- C) Discuss and consider approval and certification of the promotional eligibility list for Fire Lieutenant from the promotional examination and assessment centers conducted in January and February 2026. [26-259](#)
- D) Discuss and consider calling for a Firefighter entrance examination to fill a vacancy and/or create an eligibility list. [26-260](#)
- E) Discuss and consider calling for a Police Officer entrance examination to fill a vacancy and/or create an [26-261](#)

eligibility list.

- F) Discuss and consider approval and certification of [26-262](#) updates made to the New Braunfels Police Department Service/Seniority History.
- G) Discuss and consider approval and certification of [26-263](#) updates made to the New Braunfels Fire Department Seniority History.

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

3/2/2026

Agenda Item No. A)

PRESENTER:

Chairperson Paul Ericksen

SUBJECT:

Approval of minutes from February 3, 2026.

**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

3/2/2026

Agenda Item No. A)

PRESENTER

Human Resources Generalist, Lori Stidham

SUBJECT:

Discuss and consider approval and certification of the promotional eligibility list for Battalion/Division Chief from the promotional examination and assessment centers conducted in January and February 2026.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A



CITY OF NEW BRAUNFELS FIRE DEPARTMENT
 BATTALION/DIVISION CHIEF PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
 MONDAY, JANUARY 12, 2026 at 9:00 a.m./MONDAY-FRIDAY, FEBRUARY 10-13, 2026 - 8:00 am - 5:00 pm
 LOCATION: POLICE TRAINING ROOM/CIVIC/CONVENTION CENTER (GARDEN ROOMS)

BATTALION CHIEF ELIGIBILITY LIST

RANK	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
1	Anthony Pitzer	92.00	46.00	69.14	34.57	80.57	7	0	87.57
2	Clinton Tyler Hindman	91.00	45.50	65.43	32.72	78.22	5	2	85.22
3	James Sellers	75.00	37.50	83.95	41.98	79.48	3	2	84.48
4	Jack Ward	74.00	37.00	74.07	37.04	74.04	8	0	82.04
5	Jesse Martinez	74.00	37.00	59.26	29.63	66.63	4	2	72.63

Examination Posting Dates: October 9, 2025/December 1, 2025
 Examination Conducted by: Becca Miears, Human Resources/Civil Service Director;
 Tracey Lawson, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

PASSED, APPROVED, AND CERTIFIED this 2nd day of March, 2026 by:

 PAUL ERICKSEN, CHAIRPERSON

 HEIDI ALEMAN, VICE-CHAIRPERSON

 KELLY MINOR, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
 Date/Time: _____

3/2/2026

Agenda Item No. B)

PRESENTER

Human Resources Generalist Lori Stidham

SUBJECT:

Discuss and consider approval and certification of the promotional eligibility list for Fire Captain from the promotional examination and assessment centers conducted in January and February 2026.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A



CITY OF NEW BRAUNFELS FIRE DEPARTMENT
FIRE CAPTAIN PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
MONDAY, JANUARY 12, 2026 at 9:00 a.m./MONDAY-FRIDAY, FEBRUARY 10-13, 2026 - 8:00 am - 5:00 pm
LOCATION: POLICE TRAINING ROOM/CIVIC/CONVENTION CENTER (GARDEN ROOMS)

FIRE CAPTAIN ELIGIBILITY LIST

RANK	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
1	Donny B. Garrett	98.00	58.80	67.90	27.16	85.96	9	0	94.96
2	John Dwyer	93.00	55.80	80.25	32.10	87.90	5	2	94.90
3	Reyes Villarreal	84.00	50.40	79.01	31.60	82.00	3	2	87.00
4	Cody Williams	79.00	47.40	67.90	27.16	74.56	8	1	83.56
5	John Kinkaid	75.00	45.00	74.07	29.63	74.63	4	0	78.63
6	Mitchell Halbardier	77.00	46.20	64.20	25.68	71.88	3	1	75.88
7	Clint Edwards	75.00	45.00	61.73	24.69	69.69	4	0	73.69

Examination Posting Dates: October 9, 2025/December 1, 2025
 Examination Conducted by: Becca Miears, Human Resources/Civil Service Director;
 Tracey Lawson, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

PASSED, APPROVED, AND CERTIFIED this 2nd day of March, 2026 by:

 PAUL ERICKSEN, CHAIRPERSON

 HEIDI ALEMAN, VICE-CHAIRPERSON

 KELLY MINOR, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
 Date/Time: _____

3/2/2026

Agenda Item No. C)

PRESENTER

Human Resources Generalist Lori Stidham

SUBJECT:

Discuss and consider approval and certification of the promotional eligibility list for Fire Lieutenant from the promotional examination and assessment centers conducted in January and February 2026.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A



CITY OF NEW BRAUNFELS FIRE DEPARTMENT
 FIRE LIEUTENANT PROMOTIONAL EXAMINATION/ASSESSMENT CENTERS
 MONDAY, JANUARY 12, 2026 at 9:00 a.m./MONDAY-FRIDAY, FEBRUARY 10-13, 2026 - 8:00 am - 5:00 pm
 LOCATION: POLICE TRAINING ROOM/CIVIC/CONVENTION CENTER (GARDEN ROOMS)

FIRE LIEUTENANT ELIGIBILITY LIST

RANK	NAME	RAW WRITTEN GRADE	RAW WRITTEN GRADE (X70%)	RAW ASSESSMENT CENTER SCORE	RAW ASSESSMENT CENTER SCORE (X30%)	COMPOSITE SCORE	SENIORITY POINTS	EDUCATION POINTS	FINAL SCORE
1	Jeffrey Zelenak	92.00	64.40	86.42	25.93	90.33	5	2	97.33
2	Wes Short	90.00	63.00	82.72	24.82	87.82	8	0	95.82
3	Jordan Johnson	92.00	64.40	83.95	25.19	89.59	6	0	95.59
4	Randal Wolff	94.00	65.80	80.25	24.08	89.88	3	1	93.88
5	Scott Dingel	88.00	61.60	90.12	27.04	88.64	3	0	91.64
6	Dustin Benke	90.00	63.00	74.07	22.22	85.22	5	1	91.22
7	Vance Doege	87.00	60.90	70.37	21.11	82.01	8	1	91.01
8	Jorge Alonso	93.00	65.10	69.14	20.74	85.84	3	1	89.84
9	David Herzig	92.00	64.40	62.96	18.89	83.29	5	0	88.29
10	Dakota Billings	83.00	58.10	76.54	22.96	81.06	3	0	84.06

Examination Posting Dates: October 9, 2025/December 1, 2025
 Examination Conducted by: Becca Miears, Human Resources/Civil Service Director;
 Tracey Lawson, Human Resources Assistant Director;
 Lori Stidham, Human Resources Generalist

PASSED, APPROVED, AND CERTIFIED this 2nd day of March, 2026 by:

 PAUL ERICKSEN, CHAIRPERSON

 HEIDI ALEMAN, VICE-CHAIRPERSON

 KELLY MINOR, COMMISSIONER

ATTEST:

 BECCA MIEARS, CIVIL SERVICE DIRECTOR

Posted by: _____
 Date/Time: _____

3/2/2026

Agenda Item No. D)

PRESENTER

Human Resources Generalist Lori Stidham

SUBJECT:

Discuss and consider calling for a Firefighter entrance examination 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 NEW BRAUNFELS CIVIL SERVICE COMMISSION

FIREFIGHTER/PARAMEDIC ENTRY LEVEL EXAM

Notice and appropriate action regarding the approval of the FIREFIGHTER/PARAMEDIC **ONLY** 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: Friday, May 15, 2026
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.

ELIGIBILITY:

Suitability for appointment to a beginning position in the New Braunfels Fire Department includes the applicant holding a minimum certification as a Basic Firefighter in good standing with the Texas Commission on Fire Protection (TCFP) or certifiable prior to the conditional job offer. **Certified applicants must provide proof of certification with the initial application or must provide a hard copy of the Firefighter certification on test day. Non-Certified applicants must provide proof of enrollment in a TCFP fire academy or if certified in another state must provide proof of out of state certifications and be eligible for reciprocity as a Firefighter with TCFP with the initial application.**

Suitability for appointment to a beginning position in the New Braunfels Fire Department includes the applicant holding a minimum certification of EMT-Basic (EMT-B). However, this examination process is for Paramedic candidates only and therefore requires the applicant to hold a certification as a Paramedic in good standing with the Texas Department of State Health Services (DSHS) or be enrolled in a Paramedic program prior to the conditional job offer and obtain Paramedic certification before the conditional job offer is issued. **Certified applicants must provide proof of certification with the initial application or must provide a hard copy of the EMT-P certification or Paramedic Licensure on test day. Non-Certified applicants must provide proof of enrollment in an EMT-P program or if the applicant currently holds a National Registry certification, must provide proof of obtaining Texas EMT-P certification with the initial application.**

Proof of completed applicable certifications will need to be submitted by the date of the conditional job offer in order to proceed to the onboarding process.

Please note: This examination process is accepting applications for candidates who hold a Paramedic certification or are currently enrolled in a Paramedic course. If enrolled, you must have certification prior to conditional job offer or proof of successfully passing state exam and awaiting certification.

QUALIFICATIONS:

The following list includes the minimum qualifications for suitable appointment for beginning position:

1. Must be at least eighteen (18) years of age at the time and date of the written examination.
2. Must not have reached 40 years of age prior to the date of the written examination.
3. High School Diploma, G.E.D., or Home School transcript indicating completion.
4. Must provide proof of your current valid Texas Driver’s License (or must be able to obtain as required by Texas State law if current Driver’s License if from another licensing state within the United States)
5. Must provide proof of a valid Social Security Card.
6. Must be a U.S. citizen by birth or naturalization; or legally eligible to work in the U.S.
7. Must be able to read, write, and converse in English fluently.
8. Must not have any of the disqualifying items listed in the Additional Suitability Factors.

WRITTEN EXAMINATION:

Applicants who meet the minimum qualifications must pass a Civil Service entry-level written examination with a minimum passing score of 70% or higher. The exam consists of up to one hundred questions with a two-hour time limit. Veterans are eligible to receive five additional points after passing the exam with a minimum of 70%. To receive veteran's preference points, a copy of the DD-214 must be submitted with the initial application or on the test date. Applicants who pass the entrance exam are ranked on the eligibility list from highest to lowest score.

PHYSICAL AGILITY/SWIM TESTING (To be conducted immediately following the written examination on Friday, May 15, 2026):

All successful applicants will immediately proceed to the Physical Agility and Swim Test on the same day as the written exam. The physical agility test can add up to 5 points to the overall score, with the written exam worth up to 100 points. The physical agility points breakdown is as follows:

TIME	POINTS AWARDED
2:29 >	5
2:30-2:59	4
3:00-3:29	3
3:30-4:00	2
4:01-4:29	1
4:30-5:00 (Passing)	0

The swim test is a pass/fail exercise and does not provide any additional points.

PHYSICAL AGILITY PRACTICE SESSIONS:

The New Braunfels Fire Department will host two physical agility test practice sessions from 9:00 a.m. to 12:00 p.m. on both days. While attendance is not required, applicants are strongly encouraged to participate. No sign-up is necessary.

- Saturday, April 25, 2026
- Saturday, May 9, 2026

Physical Agility Testing Location:

Fire Station #1
169 S. Hill Ave.
New Braunfels, Texas 78130

HIRING PROCESS:

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

1. Complete and submit an Employment Application Packet and a Personal History Statement (PHS);
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. Successfully complete the interview board;
7. Pass a comprehensive background investigation;
8. Pass a polygraph examination;
9. Pass a physical examination, including pre-employment drug screen and vision requirements;
10. Be reviewed and appointed by the City Manager.

ANNUAL PAY:

CURRENT STARTING ANNUAL BASE PAY FOR FIREFIGHTER:

- **\$77,923 ANNUALLY** – includes approximate built in overtime of \$6,098.35 per year
- **\$5,000.00 Sign-On and Retention Incentive for Paramedics** (paid out as follows: \$2,500 at hire, \$1,500 after completion of first year, \$1,000 after completion of two years)

ADDITIONAL PAY (ANNUAL AMOUNTS):

- TCFP Intermediate Firefighter: \$600 | Advanced Firefighter: \$1,200 | Master Firefighter: \$1,800
- EMT – Intermediate: \$1,800 | EMT – Paramedic: \$3,000
- EMS/Fire Instructor: \$300
- Fire & Arson Assignment: \$1,800
- Bilingual (Spanish, German, or ASL only, test required): \$300
- Associate's Degree: \$600 | Bachelor's Degree: \$1,200 | Master's Degree: \$1,800

BENEFITS:

- Vacation – 180 hours per year
- Sick Leave – 180 hours per year
- Mental Health Leave
- Military Leave – 720 hours per year (Fire Operations)
- Bereavement – 24 hours per year
- Paid Parental Leave – 80 hours per year
- Longevity Pay
- TMRS – 7%, 2:1 city match
- Thirteen (13) Paid Holidays
- Medical, Vision, Dental, and Life Insurance
- Tuition Reimbursement up to \$5,000 annually
- Employee Assistance Program
- Tania Glenn and Associates
- Free Das Rec Membership
- Uniforms and Equipment

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

For Information regarding test dates, application information and more, contact the City of New Braunfels Human Resources/Civil Service Department at 830-221-4390.

Please complete an online application at:



[City of New Braunfels Career Site](#)

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 **Monday, April 27, 2026.**

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 [CIVIL SERVICE PAGE](#).



FIREFIGHTER

GENERAL PURPOSE: Under close supervision, performs firefighting, rescue, and emergency medical duties as required to protect lives and property; and maintains Fire Department equipment, tools, facilities, and vehicles. The City of New Braunfels Fire Department operates under Chapter 143 of the Texas Local Government Code.

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.

- Operates, maintains, and inspects Fire Department vehicles, equipment, apparatus, tools, supplies, and hydrants; inspects and maintains facilities and grounds; inspects, tests, evaluates and repairs equipment after use; notifies supervisors of repair issues/problems beyond the scope of authority or skills.
- Inspects and maintains personal protective equipment and assures that all firefighting equipment is in a state of readiness and available for immediate use.
- Responds to emergency alarms and calls and performs fire suppression, rescue, and emergency medical duties as required to control emergency incident; relays orders, instructions, and information on emergency actions, and follows orders in stressful conditions with immediate response and action.
- Operates emergency, fire, rescue, medical and life saving tools and equipment; assists and coordinates with law enforcement personnel and other responders as required; ventilates and enters burning structures to extinguish fires and rescue victims.
- Mitigates hazards, emergency situations and hazardous materials incidents; performs salvage and clean-up activities at fire and emergency scenes.
- Performs station maintenance; maintains station living quarters in clean and orderly condition; operates, inspects, and maintains ambulance and other fire equipment; performs minor repairs on apparatus and equipment inside and outside of facilities.
- Learn current geography and physical layout of the City, traffic patterns, streets, landmarks and building locations, and special hazards of designated facilities, to assure that firefighting activities are accomplished in a fast, effective, and safe manner.
- Assists in the preparation and maintenance of required documentation and records.
- Assists with inspection of buildings for fire hazards and compliance with fire prevention ordinances; may assist with fire investigations.
- Conducts public education sessions for a wide variety of audiences; participates in fire prevention, pre-fire planning and safety programs; assists with training of citizens and volunteer staff as assigned.
- Attends training programs to continuously update work skills and knowledge.
- Performs other duties as assigned or required.

MINIMUM QUALIFICATIONS:

Education and Experience:

High school diploma or GED equivalent; must be eighteen (18) years of age.

Required Licenses or Certifications:

- Must possess a valid Texas Driver's License; acquire a Texas Class B Driver's License within six (6) months of hire date.
- If Certified; must provide both:
 1. Applicant must provide proof of Basic or higher Structural Firefighter certifications from Texas Commission on Fire Protection (TCFP) by the time of application or test date.

2. Applicant must provide proof of Paramedic Emergency Medical Technician from Texas Department of State Health Services (DSHS) by time of application or test date.
- If Non-Certified; must provide both:
 1. Applicant must provide proof of enrollment in TCFP Fire Academy or proof of out of state certifications and be eligible for reciprocity as a Firefighter with TCFP with initial application and must have successfully completed required certifications by date of conditional job offer
 2. Applicant must provide proof of enrollment in DSHS approved EMT Paramedic program with the initial application; be in process of obtaining Texas DSHS certifications and must have successfully completed required certifications by date of conditional job offer.

Required Knowledge of:

- Fire Department and City policies, rules, guidelines, and procedures.
- Principles and practices of modern fire suppression, prevention, and emergency medical care.
- Procedures and equipment used in modern firefighting and emergency medical response.
- Operational characteristics of fire suppression apparatus and equipment.
- Methods and techniques of handling hazardous materials.
- City geography, traffic patterns, and the location of all streets, landmarks, and buildings.
- Pertinent Federal, State, and local laws, codes and regulations governing fire safety.

Required Skill in:

- Providing firefighting, rescue, and emergency medical services under emergency conditions.
- Observing and following safe firefighting practices.
- Following orders under stressful conditions.
- Recognizing the construction, contents, and occupancy of buildings in order to apply appropriate standard firefighting techniques.
- Assessing emergency medical needs, stabilizing patient, and providing emergency medical care.
- Operating and maintaining fire suppression apparatus, tools, and equipment.
- Maintaining physical condition required for the performance of assigned duties and responsibilities.
- Establishing and maintaining cooperative and effective working relationships with City employees, State and Federal agencies, and the general public.
- Performing maintenance and repair of firefighting vehicles, facilities, equipment, tools, and hydrants.
- Operating and maintaining computer and communications equipment.
- Effective, clear, and concise communication, both verbally and in writing.

Physical Demands / Work Environment:

- Work is performed outdoors and indoors with exposure to extreme weather conditions and temperature fluctuations with ability to rapidly adapt to changes.
- Requires constant and strenuous physical efforts including safely standing, kneeling, bending, crawling, and reaching for extended periods of time; ability to safely lift, carry, and move items weighing a minimum of one hundred (100) pounds and safely drag items weighing a minimum of one hundred seventy-five (175) pounds.
- Will be exposed to environmental allergens, gases, fumes, hazardous chemicals/materials, communicable diseases, and potential physical harm; varying noise levels; dark and confined spaces.
- Must be able to work irregular hours in uniform or wearing full protective gear and self-contained breathing apparatus including weekends, holidays, and evenings on any assigned shift.
- Must maintain a level of physical and mental fitness to meet standards.
- NOTE: This position is designated safety and/or security sensitive.

3/2/2026

Agenda Item No. E)

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

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 NEW BRAUNFELS CIVIL SERVICE COMMISSION

CERTIFIED POLICE OFFICER ENTRY LEVEL EXAM

Notice and appropriate action regarding the approval of the **CERTIFIED ONLY** 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, May 16, 2026
Time: 8:00 a.m.
Place: New Braunfels Police Department
3030 West San Antonio Street
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 have a Peace Officer License from Texas Commission on Law Enforcement (TCOLE) or provide proof of enrollment in a police academy or challenging TCOLE at the time of application, with a TCOLE test date prior to the formal offer of employment. The applicant will be required to show proof of passing the TCOLE exam through a copy of the TCOLE letter that reflects the score/grade by the date of the formal offer of employment. Applicants who are certified by the test date will be given preference on the eligibility list, regardless of their position on the list. A degree is not required if the applicant has this license.
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.)
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."

WRITTEN EXAMINATION:

Applicants who meet the minimum qualifications must pass a Civil Service entry-level written examination with a minimum passing score of 70% or higher. The exam consists of up to one hundred questions with a two-hour time limit. Veterans are eligible to receive five additional points after passing the exam with a minimum of 70%. To receive veteran's preference points, a copy of the DD-214 must be submitted with the initial application or on the test date. Applicants who pass the entrance exam are ranked on the eligibility list from highest to lowest score. Additional information on the written examination can be found [HERE](#).

PHYSICAL AGILITY:

All successful applicants will immediately proceed to the physical agility test on the same day as the written exam. Additional information on the physical agility test can be found [HERE](#).

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. Complete a Personal History Statement (sent via email with invitation to test);
3. Pass a written examination;
5. Pass a physical agility;
6. Pass a physical examination, including pre-employment drug screen & vision requirements;
7. Pass an oral interview board;
8. Receive a conditional job offer;
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.

ANNUAL PAY:

- CURRENT STARTING ANNUAL BASE PAY FOR CERTIFIED POLICE OFFICER: **\$74,642.00**
- **\$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 (ANNUAL AMOUNTS):

- TCOLE Intermediate Peace Officer \$600 | Advanced Peace Officer: \$1,200 | Master Peace Officer: \$1,800
- Associate's Degree: \$600 | Bachelor's Degree: \$1,200 | Master's Degree: \$1,800
- Bilingual (Spanish, German, or ASL only, test required): \$300
- Shift Differential for evening and night shifts
- Additional pay for specified certifications

BENEFITS:

- Vacation – 120 hours per year
- Sick Leave – 120 hours per year
- Mental Health Leave
- Military Leave – 150 hours per year
- Bereavement – 24 hours per year
- Paid Parental Leave – 80 hours per year
- Longevity Pay
- TMRS – 7%, 2:1 city match
- Thirteen (13) Paid Holidays
- Medical, Vision, Dental, and Life Insurance
- Tuition Reimbursement up to \$5,000 annually
- Employee Assistance Program
- Tania Glenn and Associates
- Free Das Rec Membership
- Uniforms, Footwear, Equipment, Weapons

***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 the recruitment office at the City of New Braunfels Police Department at (830) 221-4139, or by email at joinnbpd@newbraunfels.gov.

Please complete an online application at:



[City of New Braunfels Career Site](#)

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 Thursday, April 30, 2026.**

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 [CIVIL SERVICE PAGE](#).



POLICE OFFICER/CADET

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:

- For Certified Only Testing: The applicant must have a Peace Officer License from Texas Commission on Law Enforcement (TCOLE) or provide proof of enrollment in a police academy at the time of application, with a TCOLE test date prior to the formal offer of employment. The applicant will be required to show proof of passing the TCOLE exam through a copy of the TCOLE letter that reflects the score/grade by the date of the formal offer of employment. Applicants who are certified by the test date will be given preference on the eligibility list, regardless of their position on the list. A degree is not required if the applicant has this license.
- 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.

3/2/2026

Agenda Item No. F)

PRESENTER

Human Resources Generalist Lori Stidham

SUBJECT:

Discuss and consider approval and certification of updates made to the New Braunfels Police Department Service/Seniority History.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A

POLICE SENIORITY LIST UPDATES

For Civil Service Commission Meeting – March, 2026

Removed from list:

Jeremy Gage retired on 07/26/2025; Police Officer
Mark Gil resigned on 12/24/2025; Police Officer
Michael Penshorn retired on 01/23/2026; Police Captain

Added to list:

Conner Jetton hired on 10/13/2025; Police Officer
Danielle Hohle hired on 10/13/2025; Police Officer
Nicolas Mendoza hired on 10/13/2025; Police Officer
Jeremy Tucker hired on 10/13/2025; Police Officer
Cody Williams hired on 01/05/2026; Police Officer
Jonathan Casarez hired on 01/05/2026; Police Officer
Brandon Swillinger hired on 01/05/2026; Police Officer
Ethan Durand hired on 01/05/2026; Police Officer
Andrey Pena hired on 01/05/2026; Police Officer

Promotions:

Brian Onofre promoted to Lieutenant on 09/18/2025
Peter Carollo promoted to Lieutenant on 09/18/2025
John Mahoney promoted to Sergeant on 6/27/2025
Justin Rogers promoted to Sergeant on 10/14/2025
Michael Smith promoted to Sergeant on 10/14/2025
Colten Ashby promoted to Corporal on 10/14/2025
Jose Morales promoted to Corporal on 10/14/2025
Daniel Salas promoted to Corporal on 10/14/2025

Changes to list:

Cadet Mark Gil successfully passed the TCOLE exam and was sworn in on 10/14/2025 as a Certified Peace Officer

SERVICE/SENIORITY HISTORY

LAST NAME	FIRST NAME	DATE OF HIRE	DATE IN POSITION OF				CERTIFIED POLICE OFFICER
			CAPTAIN	LIEUTENANT	SERGEANT	CORPORAL	
Hanna	Stephen M.	6/8/1992	6/24/2023				6/8/1992
Moreno II	Frank	5/9/1986				10/22/2005	7/1/1993*
Flugrath	Terry L.	6/6/1992					5/30/1995
McDonald	John C.	6/19/1995	5/14/2011				6/19/1995
Schroeder	David B.	2/6/1998				1/29/2005	2/6/1998
Campbell	Chad E.	9/4/1998			12/28/2012		9/4/1998
Peltier	Christopher M.	10/4/1999			10/18/2008		10/4/1999
Cuellar	Eric J.	10/4/1999					10/4/1999
Brinkkoeter	Timothy M.	11/20/2000			10/18/2008		11/20/2000
Bell	James L.	1/8/2001		4/29/2020			1/8/2001
Tovar	Joseph S.	2/5/2001			9/8/2018		2/5/2001
Martinez	Jesse	1/28/2002					1/28/2002
Scheuermann	Thomas H.	3/17/2003			10/12/2015		3/17/2003
Scott	Christopher M.	8/11/2003			9/8/2018		8/11/2003
Rocha	Victor M.	8/11/2003				10/20/2018	8/11/2003
Bryan	Randall J.	8/11/2003					8/11/2003
Wahrmund III	Edward E.	7/26/2004				1/12/2008	7/26/2004
Robles	Joseph R.	2/14/2005		5/22/2020			2/14/2005
Miller Jr.	John L.	10/17/2005				8/19/2016	10/17/2005
Groff Jr.	Richard J.	10/10/2005				10/31/2009	3/6/2006
Seibert	Michael E.	9/5/2006					9/5/2006
Cantu	David A.	5/8/2006		9/16/2024			10/7/2006
Sabedra	Joe D.	10/30/2006				10/22/2014	10/30/2006
Butcher	Coty C.	10/16/2006					3/24/2007
Mallett	Troy B.	10/16/2006			8/3/2022		3/24/2007
Penniman	Clint W.	10/16/2006			10/2/2021		3/24/2007
Kuhl	Jack D.	10/16/2006					3/24/2007
Hays	Garrison D.	3/17/2008			5/27/2020		3/17/2008
Gardner	Robert W.	10/29/2007				11/21/2012	4/7/2008
Henderson	Daniel A.	10/29/2007					4/7/2008
Mahoney	John M.	10/29/2007			6/27/2025		4/7/2008
Hobbs	Jace M.	5/5/2008		6/24/2023			5/5/2008
Salinas Jr.	Roberto R.	10/20/2008					10/20/2008
Whitaker	Glenn T.	10/20/2008					10/20/2008
Powell	Glenn E.	3/1/2007				2/17/2024	12/1/2008
Fuller	Gregorey H.	5/26/2008			9/8/2018		12/1/2008
Castillo	Carlos	3/30/2009					3/30/2009
Crawford	Lucas I.	11/6/2008					5/23/2009
Walker	Greg W.	6/8/2009			10/1/2018		6/8/2009
Bobo	Derrick D.	6/22/2009					6/22/2009
Smith	Michael G.	6/29/2009			10/14/2025		6/29/2009
Taylor	Andrew P.	7/13/2009					7/13/2009
Diaz	Christopher H.	10/26/2009			11/25/2024		10/26/2009
Williams	Kyle R.	10/26/2009					10/26/2009
Onofre	Brian J.	10/26/2009		9/18/2025			10/26/2009
Burton	Michael L.	12/13/2010			7/22/2023		12/13/2010

LAST NAME	FIRST NAME	DATE OF HIRE	CAPTAIN	LIEUTENANT	SERGEANT	CORPORAL	CERTIFIED POLICE OFFICER
Allison	James M.	2/21/2011					2/21/2011
Alvarado	Steven	10/3/2011					10/3/2011
Onofre III	Salvador	5/21/2012					5/21/2012
Simmons	Jeff	1/22/2013					1/22/2013
Meier	Jeffrey	1/22/2013				2/10/2018	1/22/2013
Miller	Aaron	1/22/2013					1/22/2013
Turner	Brian	1/22/2013					1/22/2013
Braan II	Lucien	6/3/2013					6/3/2013
Henriksen	Todd	6/10/2013					11/25/2013
Dowell	Stephen	11/25/2013				5/2/2020	11/25/2013
Mann	Emily	11/25/2013					11/25/2013
Hastings	Brandy	11/25/2013					11/25/2013
Parra	Hector	11/25/2013			2/1/2025		11/25/2013
Jackson	Tye	9/15/2014					9/15/2014
Carollo	Peter	10/13/2014		9/18/2025			10/13/2014
Akers	Patrick	10/13/2014					10/13/2014
Coronado	Ruben	10/13/2014					10/13/2014
Tristan	Miguel	4/13/2015					4/13/2015
Olson	David	7/20/2015					7/20/2015
Criss	Taylor	8/17/2015			3/14/2022		8/17/2015
Krifka	Rebecca	8/17/2015					8/17/2015
Kory	Zachary	1/11/2016				12/7/2024	1/11/2016
Hawk	Joel	1/11/2016					1/11/2016
Powell	Thomas	1/11/2016				12/7/2024	1/11/2016
Menser	Zachary	1/11/2016					1/11/2016
Coronado	Dominic	1/11/2016			11/25/2024		1/11/2016
Airola	Jerryd	1/11/2016				2/1/2025	1/11/2016
Kimbrell	Donald	8/1/2016					8/1/2016
Burdick	Matthew	8/1/2016					8/1/2016
Woelfel	Derek	9/12/2016				2/19/2023	9/12/2016
Powell	Sylvia	2/27/2017				12/7/2024	2/27/2017
Delarosa	Zachary	2/27/2017					2/27/2017
Garcia	Phillip	5/8/2017					5/8/2017
Alvarado	Zachariah	10/23/2017					10/23/2017
Sowell	Justin	10/23/2017				7/22/2023	10/23/2017
Lara	Randall	10/23/2017					10/23/2017
Jarzombek	Klayton	4/30/2018					4/30/2018
Perez	Eugene	7/16/2018					7/16/2018
Neavez	Christopher	7/16/2018					7/16/2018
Chenault	Joshua	7/16/2018					7/16/2018
Schaffer	Timothy	1/28/2019					1/28/2019
Cecil	Kevin	1/28/2019					1/28/2019
Fraga	Beverly	6/3/2019					6/3/2019
Kuhl	Michael	6/3/2019					6/3/2019
Lemmon	Matthew	6/3/2019					6/3/2019
Salas	Daniel	6/3/2019				10/14/2025	12/18/2019
Mora	Simon	1/27/2020					1/27/2020
Flores	Enrique	1/27/2020					1/27/2020
Crawford	Timothy	1/27/2020					1/27/2020

LAST NAME	FIRST NAME	DATE OF HIRE	CAPTAIN	LIEUTENANT	SERGEANT	CORPORAL	CERTIFIED POLICE OFFICER
Lewis	Todd	11/30/2020					11/30/2020
McGuire	Brent	11/30/2020					11/30/2020
Chinni	Joshua	11/30/2020					11/30/2020
Charo	Damien	11/30/2020					11/30/2020
Delgado	Brian	1/11/2021					1/11/2021
Ryan	Christopher	6/29/2020				12/7/2024	1/14/2021
Roy	Katherine	6/29/2020					1/14/2021
Garcia	Jessica	6/29/2020					1/14/2021
Rogers	Justin	6/29/2020			10/14/2025		1/14/2021
Laurence	Matthew	6/29/2020					1/14/2021
Alvarez	Sergio	6/29/2020					1/14/2021
Lima	Heidi	6/29/2020					1/28/2021
Lackey	Steven	4/5/2021					4/5/2021
Rose	Austen	1/11/2021					7/7/2021
Palacios	Tyler	1/11/2021					7/7/2021
Jackson	Alexander	11/1/2021					11/1/2021
Gonzalez	Alberto	11/1/2021					11/1/2021
Morales III	Jose	4/18/2022				10/14/2025	4/18/2022
Munguia Jr.	Joseph	6/27/2022					6/27/2022
Ashby	Colten	7/11/2022				10/14/2025	7/11/2022
Hope	Harry	11/28/2022					11/28/2022
Warren	Nathaniel	11/28/2022					11/28/2022
Mendoza	Abel	11/28/2022					11/28/2022
Ogle	Austin	6/27/2022					1/20/2023
Beltran	Aeron	6/27/2022					1/20/2023
Williams	Alvon	6/27/2022					1/20/2023
Ehrig	Tyler	6/27/2022					1/20/2023
Guidry	Zachary	4/3/2023					4/3/2023
Williams	David	4/3/2023					4/3/2023
Martin	Miranda	4/3/2023					4/3/2023
Mueller	Charles	5/16/2022					8/15/2023
Carvalho	Matthew	8/21/2023					8/21/2023
Carrillo	Marc	8/21/2023					8/21/2023
Stonerock	Kevin	8/21/2023					8/21/2023
Davenport	Seth	4/17/2023					10/16/2023
Martinez	Ladislao	4/17/2023					10/16/2023
Gonzalez	Gabriel	8/21/2023					10/16/2023
Turi	Corey	10/30/2023					10/30/2023
Harding	Tony	10/30/2023					10/30/2023
Morales Jr.	Joel	10/30/2023					10/30/2023
Bortel	David	3/4/2024					3/4/2024
Hunt	Jeremy	3/4/2024					3/4/2024
Colfer	Kylen	3/4/2024					3/4/2024
Krifka	Michael	3/4/2024					3/4/2024

LAST NAME	FIRST NAME	DATE OF HIRE	CAPTAIN	LIEUTENANT	SERGEANT	CORPORAL	CERTIFIED POLICE OFFICER
Voigt	Jared	6/24/2024					6/24/2024
Aquino	Simon	6/24/2024					6/24/2024
Burns	Joshua	6/24/2024					6/24/2024
Andrews	Daniel	6/24/2024					6/24/2024
Hawkins	Garrett	9/16/2024					9/16/2024
Crabb	Marshall	9/16/2024					9/16/2024
Greene	Wesley	2/19/2024					9/19/2024
Mace	Jorge	2/19/2024					9/19/2024
Strickland	David	2/19/2024					9/19/2024
Faseler	Matthew	1/6/2025					1/6/2025
Pena	Oscar	1/6/2025					1/6/2025
Holcombe	Hayden	1/6/2025					1/6/2025
Perez	Eric	1/6/2025					1/6/2025
Jennische	Dereck	4/28/2025					4/28/2025
Fancki	Jarren	4/28/2025					4/28/2025
Sandord	Charles	4/28/2025					4/28/2025
Brummet	Cody	8/4/2025					
Romero	June	8/4/2025					
Conner	Jetton	10/13/2025					10/13/2025
Danielle	Hohle	10/13/2025					10/13/2025
Nicolas	Mendoza	10/13/2025					10/13/2025
Jeremy	Tucker	10/13/2025					10/13/2025
Cody	Williams	1/5/2026					1/5/2026
Jonathan	Casarez	1/5/2026					1/5/2026
Brandon	Swillinger	1/5/2026					1/5/2026
Ehtan	Durand	1/5/2026					1/5/2026
Andrey	Pena	1/5/2026					1/5/2026

Note:
*Worked as a Dispatcher from 1/15/01 - 12/8/01

PASSED AND APPROVED

PAUL ERICKSEN
CHAIRPERSON

HEIDI ALEMAN
VICE-CHAIRPERSON

KELLY MINOR
COMMISSIONER

BECCA MEARS
CIVIL SERVICE DIRECTOR

Posted: _____
Date/Time: _____

3/2/2026

Agenda Item No. G)

PRESENTER

Human Resources Generalist Lori Stidham

SUBJECT:

Discuss and consider approval and certification of updates made to the New Braunfels Fire Department Seniority History.

DEPARTMENT: Human Resources

HISTORIC DISTRICT/LANDMARK NAME: N/A

APPLICABLE CITATIONS:

N/A

FINDINGS:

N/A

STAFF ANALYSIS:

N/A

FIRE SENIORITY LIST UPDATES

For Civil Service Commission Meeting – March, 2026

Added to list:

David Clolinger hired on 11/10/2025; Firefighter
Phoenix Campos hired on 11/10/2025; Firefighter
Waylon Martiez hired on 11/10/2025; Firefighter
Jacob Lewis hired on 11/10/2025; Firefighter

Removed from list:

Benjamin Hickman resigned on 09/28/2025; Fire Lieutenant
William Bourland resigned on 10/05/2025; Firefighter
Jeffrey Satcher resigned on 10/23/2025; Firefighter
Evan Larson resigned on 02/05/2026; Firefighter
Donald Obuch retired on 02/10/2026; Battalion Chief
Bobby McBee resigned on 03/02/2026; Firefighter

Promotions:

Christofer Walters promoted to Fire Engineer on 06/25/2025
Joseph Perez promoted to Fire Engineer on 08/08/2025
Tyler Bridges promoted to Fire Engineer on 09/22/2025
Cody Carter promoted to Fire Engineer on 09/24/2025

NEW BRAUNFELS FIRE DEPARTMENT

Mar-26

SERVICE/SENIORITY HISTORY

LAST NAME	FIRST NAME	DATE OF HIRE	BATTALION/DIVISION CHIEF	DATE IN POSITION OF			
				CAPTAIN	LIEUTENANT	ENGINEER	FIREFIGHTER
HANSMANN	ARLON	2/5/1990			8/15/2008		
WARD III	JACK	11/23/1992		10/10/2017			
GARCIA	ROBERTO	9/6/1995				9/6/1998	
WEIGE	JOHN	9/6/1995			4/1/2005		
WELCH	TODD	6/12/1996			9/3/2011		
PATTY	GREG	11/4/1996			9/8/2007		
LINDNER	ETHAN	2/24/1997	12/3/2016				
STEPHENSON	ROBERT	3/17/1997			10/6/2007		
RIOJAS	BRANDON	8/24/1999				2/3/2003	
BAUTIZTA	NICHOLAS	2/3/2001				7/21/2012	
VANAUSDALL	JEREMY	3/20/2001	6/25/2021				
MARTINEZ, JR.	JESSE	7/4/2001		8/7/2021			
BAYLISS	BRENT	11/26/2001				9/22/2007	
JOHNSON	ROBERT	11/26/2001				7/14/2007	
SKELTON	MICHAEL	9/2/2002			7/14/2012		
PITZER	ANTHONY	11/18/2002		1/3/2019			
SHEAR	WILLIAM	12/19/2002				3/3/2005	
VANOVERBORG	JERRY	6/30/2003			8/6/2014		
VOGEL	DOUGLAS	11/17/2003			1/26/2008		
COLDEWEY	PRESTON	8/17/2004			11/9/2024		
KINNAMON	JUSTIN	8/31/2004				9/19/2009	
RHOADS	ALEXANDER	4/25/2005				9/22/2007	
EDWARDS	RICHARD C	4/26/2005			4/17/2021		
LUERSEN	RYAN	5/23/2005					5/23/2005
KINKAID	JOHN	8/2/2005			8/7/2021		
SELLERS	JAMES	12/19/2005		4/7/2022			
DIAZ	RANDY	1/9/2006					1/9/2006
WYATT	ERIC	1/9/2006		1/4/2019			
DEKENS	NATHAN	9/24/2007					9/24/2007
BARKER	SAMUEL	9/24/2007		10/15/2022			
SHORT	WESLEY	9/24/2007				10/9/2017	
PAINTER	KLINT	9/24/2007				12/26/2013	
GARRETT	DONNY	9/24/2007			12/30/2016		
WILLIAMS	CODY	9/24/2007			1/3/2018		
SARABIA	JACOB	10/22/2007				7/21/2012	
NORED	CHRISTOPHER	10/22/2007	2/18/2024				
WALDERMAN	CHRISTOPHER	10/22/2007				5/1/2017	
HALBARDIER	MITCHELL	10/22/2007			10/15/2022		
ROBINSON	KENNETH	10/22/2007					10/22/2007
REYNA	OSCAR	3/10/2008				5/9/2024	
KANZ	ADAM	3/10/2008				5/11/2024	
DOEGEY	JUSTIN	9/29/2008		2/17/2024			
MUELLER	ADAM	9/29/2008				7/10/2021	
BRAY	DUSTIN	9/29/2008			4/19/2022		

LAST NAME	FIRST NAME	DATE OF HIRE	BATTALION/DIVISION CHIEF	CAPTAIN	LIEUTENANT	ENGINEER	FIREFIGHTER
WOLFE	MATTHEW	9/29/2008				7/21/2012	
HINDMAN	CLINTON	9/29/2008		9/21/2020			
MARSCHALL	BRADLEY	9/29/2008				1/2/2018	
GRIESENBECK	FRANK	9/29/2008					9/29/2008
BRIETZKE	KARL	9/29/2008					9/29/2008
HAYES	MICHAEL	9/29/2008	2/17/2024				
FLOURNOY	JASON	9/29/2008			5/17/2024		
SIPPEL JR.	JOHN	11/29/2010					11/29/2010
GARLOCK	LAURA	3/22/2011					3/22/2011
TOEPPICH	STUART	3/22/2011		2/18/2024			
GROHMAN	JASON	11/28/2011			4/18/2024		
CLIFTON	JOHN	11/28/2011				10/12/2017	
MONTAGUE JR.	WILLIAM	11/28/2011					11/28/2011
DUNCAN	WADE	9/4/2012				11/9/2024	
DINGEL	SCOTT	9/4/2012				10/15/2022	
BENKE	DUSTIN	9/4/2012				10/31/2020	
HERZIG JR.	DAVID	9/4/2012				1/9/2021	
FOSTER	CHRISTOPHER	9/4/2012				9/14/2024	
VILLARREAL III	REYES	9/4/2012			4/20/2022		
DOEGE	VANCE	9/4/2012				5/1/2017	
ALMANZAR	ANDREW	9/4/2012				6/8/2024	
CELLI	CHASE	9/4/2012					9/4/2012
SWEARENGIN	PATRICK	9/4/2012				3/30/2024	
SADLER	ADAM	9/4/2012					9/4/2012
POSTERT	CLAYTON	5/14/2013					5/14/2013
MIRELES	KYLE	5/14/2013				4/21/2022	
PIPPIN	KENNETH	7/7/2014			4/21/2022		
DWYER	JOHN	7/7/2014			9/21/2020		
WOLFF	RANDAL	1/4/2016				3/28/2022	
PEREZ	JOSEPH	1/4/2016				8/8/2025	
JOHNSON	JORDAN	1/4/2016				4/3/2019	
ZELENAK	JEFFREY	1/4/2016				1/10/2021	
BILLINGS	DAKOTA	1/25/2016				4/20/2022	
SANDOVAL	MOISES	8/28/2017				10/2/2023	
PARKER	TATE	8/28/2017					8/28/2017
MUELLER	LANE	8/28/2017					8/28/2017
ALONSO	JORGE	7/2/2018				4/19/2022	
CROOK	JORDAN	7/2/2018				6/9/2024	
ROGAN	ZACHARIAH	7/2/2018				8/22/2024	
RIFE	SCOTT	7/2/2018				11/11/2024	
TURMAN	ANDREW	7/30/2018					7/30/2018
WALTERS	JEFFREY	7/30/2018					7/30/2018
MEADOWS	DAVID	10/22/2018					10/22/2018
JACOBSEN	AARON	1/28/2019					1/28/2019
DAMRON	WILLIAM	5/4/2020				6/7/2024	
BARILLAS	EDUARDO	5/4/2020				5/10/2024	
HENNEN	JEREMY	5/4/2020				11/10/2024	
FINKELSTEIN	MARTIN	5/4/2020					5/4/2020

LAST NAME	FIRST NAME	DATE OF HIRE	BATTALION/DIVISION CHIEF	CAPTAIN	LIEUTENANT	ENGINEER	FIREFIGHTER
HOLMES	ALLAN	5/4/2020					5/4/2020
WILLIAMS	RANDY	5/4/2020					5/4/2020
JACOBSEN	KENNET	7/27/2020					7/27/2020
COOK	CODY	7/27/2020					7/27/2020
KORTHUIS	JAKE	7/12/2021					7/12/2021
PECK	JAMES	7/12/2021					7/12/2021
HAIER	CHRISTOPHER	7/12/2021					7/12/2021
IRLE	DEVON	7/12/2021					7/12/2021
SCHROEDER	SHAUN	7/12/2021					7/12/2021
GONZALES	MARK	10/4/2021					10/4/2021
BRAUN	CHRISTOPHER	10/4/2021					10/4/2021
VASQUEZ	KRAIG	10/4/2021					10/4/2021
RANGCAPAN	NATHAN	10/4/2021					10/4/2021
GUILLOT	TYLER	3/21/2022					3/21/2022
SUND	ANTHONY	3/21/2022					3/21/2022
WALTERS	CHRISTOFER	3/21/2022				06/25/25	
CASAL	ALEC	3/21/2022					3/21/2022
CARTER	CODY	3/21/2022				09/24/25	
BRIDGES	TYLER	3/21/2022				09/22/25	
POWELL	BENJAMIN	3/21/2022					3/21/2022
CANTU	KARISA	6/13/2022					6/13/2022
LARA	ERNESTO	10/31/2022					10/31/2022
WILSON	KELLEN	10/31/2022					10/31/2022
MARTINEZ	ADAM	1/23/2023					1/23/2023
WILSON	TANNER	1/23/2023					1/23/2023
ARMSTRONG	JOSHUA	1/23/2023					1/23/2023
WOLFF	JOSHUA	1/23/2023					1/23/2023
STRIPLING	WILLIAM	1/23/2023					1/23/2023
GREGORY	CHASE	1/23/2023					1/23/2023
SEALEY	TREVOR	1/22/2024					1/22/2024
TUNNINGLEY	NOAH	1/22/2024					1/22/2024
OGLESBY	CUTTER	1/22/2024					1/22/2024
LEWIS	TYLER	1/22/2024					1/22/2024
OJEDA	NATHAN	1/22/2024					1/22/2024
BOGGS	CHRISTOPHER	1/22/2024					1/22/2024
FITZWATER	BRYAN	1/22/2024					1/22/2024
MALDONADO	JAYMES	1/22/2024					1/22/2024
STRUBLE	HAYDEN	1/22/2024					1/22/2024
PARRISH	KAYNE	1/22/2024					1/22/2024
RECIO	CHRISTOPHER	1/22/2024					1/22/2024
GARRETT	BRAEDEN	1/22/2024					1/22/2024
OTHOLT	JAMES	1/22/2024					1/22/2024
CARTER	JASON	4/1/2024					4/1/2024

LAST NAME	FIRST NAME	DATE OF HIRE	BATTALION/DIVISION CHIEF	CAPTAIN	LIEUTENANT	ENGINEER	FIREFIGHTER
VAN HOOZIER JR.	KEVIN	4/1/2024					4/1/2024
SCHAEFER	JASON	4/1/2024					4/1/2024
SOLIZ	RYAN	4/1/2024					4/1/2024
BANDA	DAVID	4/1/2024					4/1/2024
DORIE	DAWSON	4/1/2024					4/1/2024
MATLOCK	NAITHAN	4/1/2024					4/1/2024
KIDD	DANIEL	9/23/2024					9/23/2024
SILVA	JEREMY	9/23/2024					9/23/2024
YOUNG	TYLER	9/23/2024					9/23/2024
BAUMGAERTNER	LOREN	9/23/2024					9/23/2024
HENLEY	CHRISTOPHER	7/7/2025					7/7/2025
WARD	SAMUEL	7/7/2025					7/7/2025
GUSSETT	JOHN	7/7/2025					7/7/2025
LEOS	JOSEPH	7/7/2025					7/7/2025
SIFUENTES	JAYDEN	7/7/2025					7/7/2025
MILLER	NICHOLAS	7/7/2025					7/7/2025
MCDUGAL	CAMERON	7/7/2025					7/7/2025
STARNS	GARRETT	7/7/2025					7/7/2025
STREET	GAGE	7/7/2025					7/7/2025
GOWDY	EVAN	7/7/2025					7/7/2025
CLOLINGER	DAVID	11/10/2025					11/10/2025
CAMPOS	PHOENIX	11/10/2025					11/10/2025
MARTINEZ	WAYLON	11/10/2025					11/10/2025
LEWIS	JACOB	11/10/2025					11/10/2025

PASSED AND APPROVED

PAUL ERICKSEN
CHAIRPERSON

HEIDI ALEMAN
VICE-CHAIRPERSON

KELLY MINOR
COMMISSIONER

BECCA MIEARS
CIVIL SERVICE DIRECTOR

Posted: _____
Date/Time: _____