

MINUTES

LANCASTER CIVIL SERVICE COMMISSION SPECIAL MEETING OF JUNE 3, 2023

The Civil Service Commission of the City of Lancaster, Texas, met in a called Special Meeting in the Council Chamber of Lancaster Municipal Center, 211 N. Henry Street, on Saturday, June 3, 2023 at 9:00 a.m. with a quorum present to-wit:

Commissioners Present:

Audley Logan, Chair
Keith Whitley, Vice Chair
Corey Womack, Commission Member

Staff Present:

Opal Mauldin-Jones, City Manager
Dori Lee, Interim Assistant City Manager & Civil Service Director
Darrell Noga, Civil Service Attorney
Sam Urbanski, Police Chief
Charley Miller, Assistant Police Chief
Marcus Talton, Assistant Police Chief
Jeffery Hein, Police Sergeant
Maeland James, Police Sergeant
Flavio Salazar, Police Sergeant
Erick Alexander, Police Sergeant
Joseph Brickett, Police Sergeant

Call to Order:

Chair Logan called the special meeting to order at 9:01 a.m. on June 3, 2023.

Public Testimony:

Citizens who have pre-registered before the call to order will be allowed to speak on consent or action item on the agenda, with the exception of public hearings, for a length of time not to exceed three minutes. Anyone desiring to speak on an item scheduled for a public hearing is requested to hold their comments until the public hearing on that item. No speakers.

Consent Agenda:

Interim Assistant City Manager and Civil Service Director Dori Lee read the consent agenda.

1. Consider approval of the minutes from the Civil Service Commission Regular Meeting held on January 26, 2023.
2. Consider ratification of the promotional exam certified list for the February 9, 2023, Promotional Examination for Police Sergeant.
3. Consider ratification of the test notice and certified list from the April 15, 2023, Fire Entrance Examination.
4. Consider ratification of the test notice and certified list from the April 29, 2023, Police Entrance Examination.
5. Consider ratification of the promotional exam source list and test notice for the May 11, 2023, Promotional Examination for Police Lieutenant.

MOTION: Vice Chair Whitley made a motion, seconded by Commission Member Womack to approve consent items 1 through 5. The vote was cast 3 for, 0 against.

Action:

6. Discuss and consider an appeal of the Lancaster Police Department Lieutenant Promotional Exam (Question #77) held on May 11, 2023.

Civil Service Attorney Noga advised the Commission may hear testimony on the item from those in support or opposition of action item 6.

Shenice Hughes, 1032 Kaley Street, Grand Prairie, Texas, affirmed question #77 did contain a typo.

Flavio Salazar, police officer address redacted, provided testimony affirming support of his request to the Commission to remove question #77.

Jeffery Hein, police officer address redacted, spoke in opposition of removing question #77.

Erick Alexander, police officer address redacted, spoke in opposition of removing question #77.

Attorney Noga provided clarity for the opportunity to provide rebuttal testimony and specifically asked Sergeant Salazar if he wanted to provide rebuttal testimony.

Sergeant Salazar declined the opportunity to provide rebuttal testimony.

The Civil Service Commission convened into executive session at 9:27 a.m.

The Civil Service Commission re-convened into open session at 10:10 a.m.

Attorney Noga pointed out for the record there are two items of relief for consideration. 1) To provide credit for original answer B; or 2) to throw question #77 out. Attorney Noga provided clarity that both requests need to be considered.

MOTION: Commissioner Womack made a motion, seconded by Vice Chair Whitley to deny the appeal to provide Sergeant Salazar credit for original answer B. The vote was cast 3 for, 0 against.

MOTION: Vice Chair Whitley made a motion, seconded by Commissioner Womack to deny the appeal of Sergeant Salazar to throw out question #77. The vote was cast 3 for, 0 against.

7. Discuss and consider action challenging grading process from the Police Lieutenant Promotional Exam held on May 11, 2023.

Civil Service Director Lee gave a staff report regarding action item 7.

Joseph Brickett, police officer address redacted, spoke in support of accepting hand written answers on his test book versus the scantron.

MOTION: Vice Chair Whitley made a motion, seconded by Commissioner Womack to deny the appeal of Sergeant Brickett's request to accept his hand written answers on the test booklet versus the scantron. The vote was cast 3 for, 0 against.

Adjournment:

MOTION: Vice Chair Whitley made a motion, seconded by Commission Member Womack to adjourn. The vote was cast 3 for, 0 against.

The meeting adjourned at 10:22 a.m.

ATTEST:



Dori Lee, Interim Assistant City Manager/
Civil Service Director

APPROVED:



Audley Logan, Chair