



CIVIL SERVICE COMMISSION
CITY HALL - COUNCIL CHAMBERS, 300 W. MAIN STREET
WEDNESDAY, NOVEMBER 15, 2023 AT 4:30 PM

AGENDA

CALL TO ORDER

AGENDA ITEMS

Citizens may speak during Citizen Comments for up to five minutes on any item on the agenda by completing and submitting a speaker card.

1. Minutes from the May 23, 2023, Civil Service Commission Meeting
2. Minutes from the June 14, 2023, Civil Service Commission Meeting
3. Minutes from the August 22, 2023, Civil Service Commission Meeting
4. Appoint Tasha Camacho as Civil Service Director

CITIZEN COMMENTS

Citizens may speak during Citizen Comments for up to five minutes on any item not on the agenda by completing and submitting a speaker card.

EXECUTIVE SESSION

The Civil Service Commission may conduct a closed session if needed in accordance with Chapter 143.053 of the Texas Local Government Code to deliberate on an appeal of disciplinary suspension; and/or under Sections 551.071 and 551.074 of the Texas Government Code to discuss personnel matters and/or legal issues with a City Attorney on a matter in which the attorney has a duty to confidentially advise the client.

ADJOURNMENT

The Grand Prairie City Hall is accessible to people with disabilities. If you need assistance in participating in this meeting due to a disability as defined under the ADA, please call 972 237 8192 or email Lisa Norris at lnorris@gptx.org at least three (3) business days prior to the scheduled meeting to request an accommodation.

Certification

In accordance with Chapter 551, Subchapter C of the Government Code, V.T.C.A, the Civil Service Commission agenda was prepared and posted November 7, 2023.

A handwritten signature in cursive script that reads "Lisa Norris".

Lisa Norris, Human Resources Director



CITY OF GRAND PRAIRIE COMMUNICATION

MEETING DATE: November 15, 2023

PRESENTER: Lisa Norris, Civil Service Director

TITLE: Minutes from the May 23, 2023, Civil Service Commission Meeting

RECOMMENDED ACTION: Approve

The Civil Service Commission Meeting was held on May 23, 2023, at City Hall in the Council Chambers at 300 W. Main Street, Grand Prairie, Texas, 75050.

Commissioner Thompson had unforeseen personal circumstances and requested that Commissioner Mendoza chair this meeting, even though he was present. She agreed and called the meeting to order at 2:01 p.m. with all Commissioners present. Also present were Lisa Norris, Civil Service Director, Euriah Brown and Michon Wynn, Human Resources Managers, and Tiffany Bull, Deputy City Attorney.

The first item on the agenda was the approval of the minutes from the Civil Service Commission meeting held on May 5, 2023. With no clarifications or questions as to the minutes presented, Commissioner Crump moved to approve the minutes as presented, and Commissioner Thompson seconded the motion. The item passed unanimously.

The next item on the agenda was to consider and rule upon the appeal for test question #3 from the Police Lieutenant promotional examination administered on May 3, 2023. Justin Ross appealed the question and spoke to the Commission regarding his appeal. In summary, his comments followed his appeal. He felt that the specific question was not pulled from the source material and should not be counted against him or others for that reason. He referenced the vendor's response on page 4 in the agenda packet. Commissioner Mendoza asked the Commission if they had any questions for Mr. Ross on his appeal as presented. Commissioners Thompson and Crump did not have any questions, but Commissioner Mendoza stated she had read the question and reviewed the content several times, and it was admittingly odd. Ms. Mendoza said her question pertains to how Mr. Ross feels the test question conflicts with the material and asked that he point her to the referenced conflict. Mr. Ross responded that the *Start With Why* book is about leadership generally and has nothing to do with policing at all, so transactional policing doesn't exist in the book. He then referenced the vendor's response "For transactions that occur an average of once, carrots and sticks are the best way to elicit the desired behavior. When the police offer a reward, they are not looking to nurture a relationship with the witness or tipster; it is just a single transaction." He stated he doesn't know if the vendor got confused or what, but that proves his point. Ms. Mendoza asked Mr. Ross if he recalled how he answered the question, but he did not; he just commented he prefers no one is penalized for the question. Both Marcos Souto-Ferreira and Demoine Clark approached and separately spoke to the Commission, respectfully disagreeing with the argument presented by Mr. Ross. They provided perspectives and referenced the

source material provided. Mr. Ferreira indicated answer “A” uses words right out of the book and that he had selected the correct answer to this question. Mr. Clark, in his argument, indicated that they have to not only remember the books, but apply what is learned and select the best answer on the test. When you apply the source material, its reference to transactions, and the specific wording relating to the “witness or tipster,” Mr. Clark said that “A” is the best of the available answers. Commissioner Thompson made a motion to deny the appeal and sustain the answer key and Commissioner Crump seconded the motion. Commissioner Medoza voted nay. The item passed with a 2-1 vote.

The final item on the agenda was to consider and rule upon the appeal for test question #75 from the Police Lieutenant examination administered on May 3, 2023. Justin Ross was the appellant, and his request was to allow both answers “B and “D” as correct. Mr. Ross approached, presented his position based upon his written appeal, and referenced the source material included. Marcos Ferreira approached and respectfully disagreed with Mr. Ross’ appeal. His position was that the book/source material specifically matches answer “D” in that question. It did not reference answer “B.” He stated he had selected the correct answer as keyed. Sgt. Demoine Clark also approached and spoke against the appeal. He felt the keyed answer was specifically from the source material, while answer “B” was not. The best available answer, in his opinion, was answer “D.” Commissioner Thompson stated that based on testimony, and the source material provided, the information is specifically noted and worded in the book, so he moved to deny the appeal and uphold the answer key. Commissioner Crump seconded the motion. The item passed unanimously.

With no other discussion, the meeting adjourned at 2:21 p.m.

Commissioner, Oliver Thompson

Commissioner, Reg Crump

Commissioner, Rachel Mendoza

Civil Service Director, Lisa Norris



CITY OF GRAND PRAIRIE COMMUNICATION

MEETING DATE: November 15, 2023
PRESENTER: Lisa Norris, Civil Service Director
TITLE: Minutes from the June 14, 2023, Civil Service Commission Meeting
RECOMMENDED ACTION: Approve

The Civil Service Commission Meeting was held on June 14, 2023, at City Hall in the Council Chambers at 300 W. Main Street, Grand Prairie, Texas, 75050.

Commissioner Thompson called the meeting to order at 4:00 p.m. with Commissioner Mendoza and Crump present. Also present were Lisa Norris, Civil Service Director, Euriah Brown, Human Resources Manager, and Tiffany Bull, Deputy City Attorney.

The first item on the agenda was to certify the Police Sergeant Final Eligibility List resulting from the Alternate Promotional system that was administered beginning on May 3, 2023, and which concluded on June 5, 2023. Commissioner Crump made a motion to approve the list as presented and Commissioner Mendoza seconded the motion. It passed unanimously.

The last item on the agenda was to certify the Police Lieutenant Final Eligibility List resulting from the Alternate Promotional system that was administered beginning on May 3, 2023, and which concluded on June 2, 2023. Commissioner Crump made a motion to approve the list as presented and Commissioner Mendoza seconded the motion. It passed unanimously.

With no other discussion, the meeting was adjourned at 4:04 p.m.

Commissioner, Oliver Thompson

Commissioner, Reg Crump

Commissioner, Rachel Mendoza

Civil Service Director, Lisa Norris



CITY OF GRAND PRAIRIE COMMUNICATION

MEETING DATE: November 15, 2023
PRESENTER: Lisa Norris, Civil Service Director
TITLE: Minutes from the August 22, 2023, Civil Service Commission Meeting
RECOMMENDED ACTION: Approve

The Civil Service Commission Meeting was held on August 22, 2023, at City Hall in the Council Chambers at 300 W. Main Street, Grand Prairie, Texas, 75050.

Commissioner Oliver Thompson called the meeting to order at 4:03 p.m. with Commissioners Reg Crump and Rachel Mendoza present.

Also present were Lisa Norris, Civil Service Director; Euriah Brown and Michon Wynn, Human Resources Managers; and Tiffany Bull, Deputy City Attorney.

The only item on the agenda was the approval of the amendment to the City of Grand Prairie Fire Fighters and Police Officers Local Civil Service Rules and Regulations to remove the age limit restriction for a beginning position in the Police Department. Euriah Brown, Human Resources Manager, presented the changes to the Commission. Euriah advised that the changes proposed are resultant from House Bill 1661 which recently passed and would become effective September 1, 2023 to remove the age limit restriction for Police Officers. Euriah advised the Commissioners of the items included in their binder: 1) Summary of Changes, 2) a full set of the redlined version, and 3) a full set of the clean version of the Local Civil Service Rules. She noted amended versions were provided to the Commissioners to reflect today's date on the bottom of the Summary and in the "Order" of the Local Civil Service Rules. The primary changes to the Local Rules struck rule 4.2 and resulted in renumbering of the remainder of Section 4. Commissioner Crump moved to approve the Rules as amended, and Commissioner Mendoza seconded the motion. The item passed unanimously.

With no other discussion, the meeting was adjourned at 4:08 p.m.

Commissioner, Oliver Thompson

Commissioner, Reg Crump

Commissioner, Rachel Mendoza

Civil Service Director, Lisa Norris



CITY OF GRAND PRAIRIE COMMUNICATION

MEETING DATE: November 15, 2023

PRESENTER: Lisa Norris, Civil Service Director

TITLE: Appoint Tasha Camacho as Civil Service Director

RECOMMENDED ACTION: Approve

Pursuant to Texas Local Government Code Section 143.012, the commission shall appoint a Civil Service Director who shall serve as the secretary to the Commission and perform work incidental to administration of the civil service system as prescribed by Chapter 143 and the adopted Fire Fighters and Police Officers Local Civil Service Rule and Regulations. It has been the practice of the Civil Service Commission to appoint the Human Resources Director to serve as the Civil Service Director. Lisa Norris, the currently appointed Civil Service Director, was promoted to Managing Director in the City Manager's Office on October 1, 2023. Effective November 13, 2023 the Human Resources Director will be Tasha Camacho. As such, it is recommended that the Commission appoint Tasha Camacho as the Civil Service Director.