

Civil Service Commission Minutes

On June 26, 2019, the Civil Service Commission of the City of Amarillo met at 8:30 am at City Hall, 601 S Buchanan, Amarillo, TX, 79101, in the City Council Chambers for a Regular Meeting.

	Present	No. Meetings Held Since Appointment	No. of Meetings Attended
Lawrence Walker, Chairman	Yes	39	39
David Hurt, Vice Chairman	No	44	42
Sally Jennings	Yes	17	16

Also in attendance were the following:

Mitchell Normand, Dir of Human Resources

Erin Palacio, HR Manager

Viola Frausto, SR HR Generalist

Bryan McWilliams, City Attorney

Captain Tam Boatler, Police Dept

Lt. Erick Bohannon, Police Dept

Lt. Joseph Loftus, Police Dept.

Lt. Louis Sanchez, Police Dept.

Call to order. Lawrence Walker established a quorum and called the regularly scheduled meeting of the Civil Service commission to order at 8:38am.

ITEM 1: Motion made to correct minutes from 6-5-19. David Hurt was not at the 6-5-19 meeting but was marked as present. Motion made by Lawrence Walker to approve, and seconded by Sally Jennings.

Consider approval of the minutes from June 5, 2019. Motion was made to accept the minutes by Sally Jennings, seconded by Lawrence Walker.

ITEM 2: Review and consider the approval the list of new employees, step increases, transfers, promotions, demotions, bypasses, temporary assignments and disciplinary actions. Motion was made by Lawrence Walker to approve the lists and it was seconded by Sally Jennings.

ITEM 3: Motion was made to approve the Police Recruit eligibility register. Motion made by Lawrence Walker to approve, Sally Jennings seconded the motion to approve.

Before the discussion of Item 4, Mitchell Normand, HR Director made a statement for the record that the paperwork submitted for the protests are the documents that will be reviewed by the board.

ITEM 4: Lawrence Walker asked if all the parties involved with the Captain protests were in the audience. They stood up and Bryan McWilliams swore them all in.

Lt. Bohannon took the podium first. He stated his name and address for the record. He started with Question 17 stating that he stands behind the answer he chose. He believed that the question was invalid and requested that it be stricken from the exam.

Lawrence Walker called Lt Loftus to the podium since he also protested question 17. He stated his name and address and handed out paperwork- Exhibit #1. He discussed the reason why the question was invalid and requested that the question be eliminated.

Lt. Bohannon came to the podium stated his name and address. He began with his protest regarding question 42. He stated that the question was misleading. The exam is not a vocabulary test and should not be intended to be a trick question. He stated the question is invalid and should be eliminated.

Lt Sanchez came to the podium and stated his name and address. He also protested question 42 and stated that the question had nothing to do with the book and the keyed answer "D" is the only correct answer. He also stated that throughout the exam, words were switched around to mean something else, and in the past, other exams were not this way, they were word for word from the source materials they study.

Lt. Loftus approached the podium and stated that question 42 should remain. He also stated that the question is a good one and that it refers to the overall theme of the book. The only correct answer is "D". He went on with question 28. He approached the bend with Exhibit #2. He read the items from the exhibit he presented to the board. He stated that the vocabulary and language on the question was not correct, but there could be similar language and meanings. He also stated that he marked the incorrect answer on his appeal. He meant to mark that the correct answer should be "D".

Lt Sanchez approached the podium with documents, Exhibit #3 related to question 28. He stated that the keyed answer "C" is incorrect and should not be "D".

Lt Bohannon and Lt Loftus approached the podium arguing that the correct answer is "C". Lt Loftus also stated that a good rule of thumb is what is required as a good and/or best answer. Also that the answer should be "D" or if not then the question should be thrown out.

Lt. Loftus remained at the podium to go over question 97. He handed out Exhibit #4 to the board. He stated that the correct answer is the "first line supervisor", which was not on the exam. He discusses department processes and procedures. He said that the question was a bad one since there was not a correct answer and requested that the question be thrown out.

Lt. Bohannon approached the podium with his rebuttal and stated that question 97 is correct. He read over the related section of the PD Rules and Regs requested that the question remain as is.

Lt Sanchez approached the podium and stated that Loftus' appeal is based on everyday practice. He feels that the question is misleading and should be thrown out.

Lt. Loftus made the argument on how the policy is written and it's not department practice. He was following policy 7.02, which is required for first line supervisors to follow.

Lt Sanchez approached the podium regarding question 76. He handed out exhibit #5. He stated that the Rules & Regs state that the PD is in charge of staffing the Joint Information Center but the Crime Prevention Unit Supervisor is the PIO supervisor. The test maker would not have known that. He requested that "B" and "D" be counted as correct.

Sally Jennings asked him a question regarding the department. What are the functions of a CPU Supervisor and how is the PD Dept set up?

Lt Sanchez replied and gave her the answers on how the PD Dept was set up.

Lt Bohannon approached the podium and rebutted stating that the PIO and CPI Supervisor are the same and that the information is taken straight from the book.

Lt Loftus stated that he sees both sides of the argument. It is stated that in our organization, practice and traditions supersedes policy. Should practice and tradition trump policy? If you feel that "B" and "D" are both correct, then the question should be thrown out and will argue that if the question is wrong, then it should be thrown out.

Lt Sanchez stated that practice and tradition are part of the PD Rules & Regulations. He did not think that the question should be thrown out. He stated again that the test maker did not know that answer "B" and "D" were the same person.

There were no more comments. Bryan McWilliams called the meeting into recess at 9:24am Filed as presented, Section 551.071 and 551.074.

Meeting was called back in session by Bryan McWilliams 10:20am. Motions were made that question 17 be thrown out and questions 28, 42, 76 and 97 stand as is. Motions made to approve by Lawrence Walker and Sally Jennings.

The meeting was called into recess by Mitchell Normand at 10:23am in order to rescore the Captain exams and create an eligibility register.

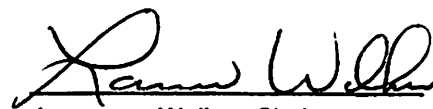
The meeting was called back in session at 10:40am. The Police Captain eligibility register was presented and a motion was made to approve by Lawrence Walker and seconded by Sally Jennings.

No other items on the agenda. Motion was made to adjourn at 10:43am by Lawrence Walker.

Attest:



Mitchell Normand, Civil Service Director



Lawrence Walker, Chairman