



City of San Angelo
Minutes of Civil Service Meeting
May 2, 2013

Meeting was called to order at 8:35 a.m. on Thursday, May 2, 2013. Commission members present were Raul Lopez, Chairman; Teresa Special, Vice Chair; and Lisa Marley, Civil Service Director.

1. Call to order at 8:35 a.m. by Raul Lopez.
2. Administer Oath of Office to Raul Lopez, Commission Member. Ms. Special administered the Oath of Office to Raul Lopez.
3. Administer Oath of Office to Keith Hidalgo, Commission Member. Ms. Special administered the Oath of Office to Keith Hidalgo.
4. Election and appointment of Chair and Vice Chair of Civil Service Commission. Ms. Special made a motion to nominate Mr. Lopez as Chair and the motion was seconded by Mr. Hidalgo. Motion approved unanimously. Mr. Lopez made a motion to nominate Ms. Special as Vice Chair and motion was seconded by Mr. Hidalgo. Motion approved unanimously.
5. Motion to approve minutes of the previous meeting. Motion to approve was made by Ms. Special and seconded by Mr. Lopez. Motion approved unanimously.
6. Motion to approve the daily action log. Motion to approve was made by Ms. Special and seconded by Mr. Lopez. Motion approved unanimously.
7. Consideration of appeals with regards to Lieutenant Promotional Examination given by the Police Department on March 15, 2013.

a. Discussion of source key discrepancies for questions numbered 34-45 and 47-50.

Ms. Marley stated that the test writer, Dr. Tyler, corrected the source key and this had no impact on the test. Discussion followed about the company the Police Department uses for promotional exams.

b. Consider appeals of questions numbers 23, 24, and 96.

Sgt. Brian Robinson stated that he met with the Human Resources Department and the Police Department on the questions protested and agreed with their ruling. Sgt. Robinson stated that two questions were miskeyed and the answers were apparent.

Question 23 – this question seeks to identify those factors that tend to narrow the span of management. The correct answer on the key was D. Sgt. Robinson stated that answers B and C are correct. The answers were clearly stated in the source material. Chief Vasquez stated that answers A, B, and C are correct. Dr. Tyler responded that all answers should be allowed. Discussion followed.

Ms. Special made a motion to allow answers A, B, C but not D and was seconded by Mr. Hidalgo. Motion passed unanimously.

Question 24 – this question asks about the mix of skills needed by police leaders and seeks to determine at which levels human relations skills and technical skills are most important. The

correct answer on the key was D. Sgt. Robinson stated that the graph shows information different from the context and that the correct answer is A. Dr. Tyler responded that answers A and D are correct. Chief Vasquez understands the graph and stated that A and D are correct.

Ms. Special made a motion to allow answers A and D and was seconded by Mr. Lopez. Motion passed unanimously.

Question 96 – this question concerns the requirements to make administrative assignments following shooting incidents. The correct answer on the key was D. Sgt. Robinson stated that the policy manual references administrative leave if a shooting is involved. He stated the key is marked incorrectly and the correct answer is A. Chief Vasquez stated that there is no correct answer and the question should be thrown out.

Ms. Special asked Sgt. Robinson if his preference is answer A. He responded that he picked the most correct answer, but agreed with the Chief.

Ms. Special made a motion to disallow question 96 and seconded by Mr. Lopez. Motion passed unanimously.

Discussion followed concerning the source material used by Dr. Tyler.

8. Meet & Confer Update. Ms. Marley stated that the next Meet & Confer meeting was scheduled for Friday, May 10, 2013. The Assessment Center for the Lieutenant exam is scheduled for Wednesday, May 15, 2013. Meet and Confer meetings will be scheduled later for negotiations. The contract expires in September 2014.

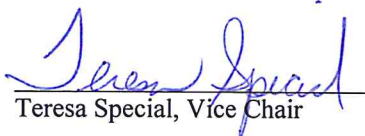
Ms. Marley stated the officer discussed in a previous Executive Session retired on July 31, 2012.

9. Adjournment. Ms. Special made a motion to adjourn the meeting at 9:05 a.m. and Mr. Lopez seconded. Motion passed unanimously.

APPROVED:



Raul Lopez, Chair



Teresa Special, Vice Chair

ATTEST:



Lisa E. Marley, Civil Service Director