

Civil Service Commission Minutes

On April 19, 2023, 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	65	64
Lilia Escajeda, Vice Chair	Yes	7	6
Bill Harris	Yes	6	6

Also, in attendance were the following:

Mitchell Normand, HR Director
Bryan McWilliams, City Attorney
Brandon Ester, HR Generalist
William Lindley, HR Generalist

Call to order. Lawrence Walker established a quorum and called the regularly scheduled meeting of the Civil Service commission to order at 8:33am.

ITEM 1: Lawrence Walker opened with the public address- no comments from the public on agenda items.

ITEM 2: Lawrence Walker considered approval of the Minutes for the meeting held on March 15, 2023. Motion made by Bill Harris to approve. Seconded by Lilia Escajeda. All in favor, motion passed.

ITEM 3: Lawrence Walker presented the approval of the list of new employees, step increases, transfers, promotions, demotions, bypasses, temporary assignments, and disciplinary actions.

Motion made by Lilia Escajeda to approve. Seconded by Bill Harris. All in favor, motion passed.

ITEM 4: Consider Fire Driver examination question appeals and approve any revision to the initial eligibility roster as may be needed or caused by the decision(s) made on the matters appealed here. Lawrence Walker tabled this item.

ITEM 5: Approve the eligibility registers for the position of Fire Driver, exam given on March 23, 2023. Lawrence Walker tabled this item.

ITEM 6: Review and consider proposed revisions to the Civil Service Commission rules.

Mr. Harris had a question, asking why bunch all the reviews in January as it seems like that would be more of a burden rather than spreading them throughout the year.

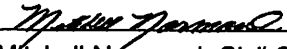
Mr. Normand responded, explaining that we are moving towards a more strategic response to performance management measuring the same goals within the same period. Mr. Normand also explained that we are moving toward a new ERP system which will give us greater capabilities in performance management through a new, more robust system. Mr. Normand explained, this is in preparation for the transition to the new system.

Mr. Harris asked, that doesn't take away the human aspect of the appraisal. Mr. Normand responded, the supervisors will still conduct the performance appraisals, it will just be a more automated process.

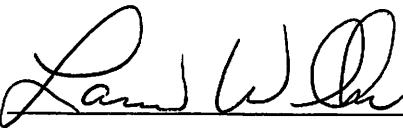
ITEM 6:(continued)

Motion made by Lilia Escajeda to approve. Seconded by Bill Harris. All in favor, motion passed.

There were no other items or discussions. Lawrence Walker moved to adjourn at 8:37 am.



Mitchell Normand, Civil Service Director



Lawrence Walker, Chairman