

Civil Service Commission Minutes

On March 11, 2026, the Civil Service Commission of the City of Amarillo met at 8:30 am at City Hall, 623 S Johnson, Amarillo, TX, 79101, in Room 1500 for a Regular Meeting.

	Present	No. Meetings Held Since Appointment	No. of Meetings Attended
Lawrence Walker, Chairperson	Yes	100	95
Lilia Escajeda, Member	Yes	42	34
Bill Harris, Vice Chairperson	Yes	41	41

Also, in attendance were the following:

Mitchell Normand, Director of Human Resources
 Dustin Johnson, Deputy City Attorney
 Brandon Ester, Assistant Director of Human Resources
 Alex Vannoy, Human Resources Generalist

Call to order: Lawrence Walker established a quorum and called the regularly scheduled meeting of the Civil Service Commission to order at 8:30 am.

ITEM 2: Lawrence Walker opened with the public comment. There were no comments from the public on agenda items.

ITEM 3.A.: Lawrence Walker considered approval of the Minutes for the meeting held on March 11, 2026. Motion made by Lilia Escajeda to approve. Seconded by Bill Harris. All in favor, motion passed.

ITEM 3.B.: 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 Bill Harris to approve. Seconded by Lilia Escajeda. All in favor, motion passed.

ITEM 3.C.: Lawrence Walker asked if there were any individuals in the crowd to speak on the question appeals that had been submitted by applicants of the Fire Driver promotional examination. No individuals came forward and Mitchell Normand stated that the Commission had physical copies of the question appeals that had been previously submitted and they could enter an executive session to review the appeals if they wished. Lawrence Walker stated that the Commission would like to exercise this right and Dustin Johnson read the Commission into executive session at 8:34am.

At 8:49am, the Commission returned from executive session and resumed the regular meeting. Motion made by Bill Harris to accept the appeal to question #11 therefore accepting A and C as correct answers. Seconded by Lilia Escajeda. All in favor, motion passed. Motion made by Bill Harris to deny the appeal to question #15. Seconded by Lilia Escajeda. All in favor, motion passed. Motion made by Bill Harris to deny the appeal to question #21. Seconded by Lilia Escajeda. All in favor, motion passed. Motion made by Bill Harris to deny the appeal to question #66. Seconded by Lilia Escajeda. All in favor, motion passed.

At 8:53am, Mitchell Normand asked the Commission to take a brief recess to allow staff time to produce a final eligibility register for the rank of Fire Driver with the motions that had just been passed. Lawrence Walker granted this request for recess.

At 8:59am, the Commission resumed the regular meeting.

ITEM 3.D.: Lawrence Walker considered the approval of the eligibility register for the Fire Driver promotional examination held on April 1, 2026. Motion made by Bill Harris to approve. Seconded by Lilia Escajeda. All in favor, motion passed.

There were no other items or discussions. Lawrence Walker moved to adjourn at 9:01 AM.



Mitchell Normand, Civil Service Director



Lawrence Walker, Chairperson