



Freeport Civil Service Commission

Tyrone Morrow | Jose Hernandez | Kerry Moore



Meeting and/or Executive Session Agenda

Wednesday, May 6, 2026, 6:00 PM | Council Chamber | 430 North Brazosport Blvd, Freeport, Texas 77541

This meeting will be live streamed via YouTube Live and may be accessed on the City of Freeport Facebook page: <https://www.facebook.com/freeporttexas> or by visiting <https://www.youtube.com/@cityoffreeporttx8375/streams>

In accordance with Section 551.043 of the Texas Government Code, this agenda has been posted at Freeport City Hall and distributed to the appropriate news media within the required time frame. All meetings of the Freeport Civil Service Commission are open to the public. Public participation and written comments are invited on all open session business items.

The Commission request that cell phones be turned off or set to vibrate. Members of the audience are requested to step outside to conduct a phone conversation. The Council Chamber is wheelchair accessible and special parking is available outside the building. If special accommodation is required, please contact the Human Resources Director a minimum of 72 hours in advance at 979-233-3526.

1. Call to Order
2. Invocation
3. Pledge
4. Discussion with any attending Public Service Employees (Fire Department, Police Department, Emergency Medical Services) regarding:
 - Entry-Level Hiring and eligibility expectations
 - Promotional eligibility requirements expectations
 - Seniority calculations expectations
 - Disciplinary actions and appeals procedures expectations
 - Hearing process and timelines expectations
5. Citizen Comments
6. Approval of Meeting Minutes for April 1, 2026.
7. Discussion regarding findings from consultation with Civil Service Attorney on:
 - Available source materials for Police and Fire promotional examinations
 - Methods to incorporate multiple phases into promotional exams, including:
 - Assessment center process
 - Employee coaching session review
 - Interview with a constituent
 - Office in-basket exercise
 - Written examination component
8. Discussion and review of Rule 5.03 – Source List for Promotional Examinations (City of Alvin):
 - Requirement to assemble a list of exam source materials
 - Criteria for “reasonably current” publications:
 - Within 10 years preceding the exam
 - Exceptions allowing older materials if:
 - Commonly used in Police/Fire training
 - Not obsolete
9. Discussion and review of Rule 5.04 – Military Accommodation (City of Alvin):
 - Legal considerations under Chapter 143.032(b)(1)
 - Options for remote or alternative test proctoring during deployment
10. Discussion and review of Article VII – Vacation, Sick, and Holiday Time
 - 7.01 Vacation Leave
 - Accrual rates (minimum 15 days/year or higher if applicable)
 - 6-month waiting period for usage

- Carryover limitations
- 7.02 Payment for Accumulated Sick Leave
 - Eligibility upon separation
 - Maximum payout of 90 days
- 7.03 Holidays
 - Alignment with non-civil service employees

11. Discussion and review of Article VIII – Performance and Conduct

- 8.01 Efficiency Reports/Evaluations
 - Adoption of evaluation system
 - Employee right to receive and respond to evaluations
- 8.02 Cause for Removal or Suspension
 - Review of statutory grounds under Chapter 143.051, including:
 - Conviction of a felony or other crime involving moral turpitude;
 - Violation of municipal charter provision
 - Acts of incompetency
 - Neglect of duty
 - Discourtesy to the public or to a fellow employee while the police / FD officer is in the line of duty
 - Acts showing lack of good moral character
 - Drinking intoxicants while on duty or intoxication while off duty
 - Conduct prejudicial to good order
 - Refusal or neglect to pay just debts;
 - Absence without leave
 - Shrinking duty or show cowardice in response to a public safety incident that requires an police / FD officer to carry out his/her duties to protect the public, this to include ACROPHOBIA & CLAUSTROPHOBIA
 - Violation of an applicable police / FD rule or special order
 - Violation of any policy, rule regulation of the City of Freeport and generally applicable to the conduct of its municipal employees, except where the application thereof would conflict with the provisions of the Act or these rules.

12. Adjourn

Items not necessarily discussed in the order they appear on the agenda. The Commission at its discretion may take action on any or all of the items as listed. This notice is posted pursuant to the Texas Open Meeting Act. (Chapter 551, Government Code).

The Commission reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultation with Attorney), 551.073 (Deliberations about Gifts and Donations), 551.074 (Personnel Matters), and 551.076 (Deliberations about Security Devices).

Notice of Potential Quorum

One or more members of the Freeport City Council may be present at this meeting.

No action will be taken by the Freeport City Council at this meeting.

CERTIFICATE I certify the foregoing notice was posted in the official glass case at the front door of the City Hall, with 24 hours a day public access, 1201 North Avenue H., Freeport Texas, 3 business days prior to meeting in accordance with Open Meetings Act.

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Fernandez
Secretary, City of Freeport, Texas

