



# Freeport Civil Service Commission

Tyrone Morrow | Jose Hernandez | Kerry Moore



## Meeting and/or Executive Session Agenda

Wednesday, May 20, 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 May 6, 2026.
7. Review and discussion regarding policy information to be presented by Dr. Kelly, Chief Howell, and Chief Motley concerning accrual rates for vacation leave, sick leave, and holiday time for Police, Fire, and EMS personnel.
8. Review and discussion regarding current Performance and Conduct policies and the City of Freeport's Efficiency Reports and Evaluation processes utilized for Police, Fire, and EMS personnel.
9. Review and discussion of a draft letter to Chief Howell regarding alternate promotional assessment center processes utilized by the City of Bryan Police Department and Belton Police Department as potential promotional methods for the City of Freeport Police Department for informational and comparative best-practice purposes.
10. Review and discussion regarding promotional assessment center best-practice models under civil service systems and their potential applicability within the City of Freeport Police Department.
11. Review and discussion of written promotional plans utilized by the City of Bryan Police Department and Belton Police Department for informational and comparative purposes.
12. Review and discussion of the current written promotional plans utilized by the City of Freeport Police Department and Freeport Fire/EMS.

13. Review and discussion regarding current policies and procedures related to discipline, demotion, promotional bypass, and fitness for duty considerations for the City of Freeport Police Department and Fire/EMS.
14. Discussion and review of Article IX – Discipline, Demotion and Bypass from the City of Alvin Local Civil Service Rules, including:
  - a. Appeals to the Civil Service Commission
  - b. Disciplinary Appeals Procedures
  - c. Third-Party Hearing Examiner Proceedings
  - d. Hearing Procedures Generally
  - e. Rulings on Evidence
  - f. Mediation and Settlement Procedures
15. Discussion and review of Article X – Fitness for Duty from the City of Alvin Local Civil Service Rules, including:
  - a. Fitness for Duty Procedures
  - b. Fitness for Duty Provider Lists
16. Discussion regarding professional standards and personnel policy consistency related to promotional and disciplinary procedures for Police, Fire, and EMS personnel under Civil Service provisions.
17. 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.

Clarisa Fernandez

City Secretary, City of Freeport, Texas

