

Meeting of the Civil Service Board

**Present:** Vice-Chair Steve Sanderfer, George L. Allen, Jr., F. Ray Hill, Marvin M. Lane, Jr., Pat Parrish

**Absent:** Joseph L. Phifer, Alicia Voltmer

**Attendees:**

Laura Beattie, Police Sergeant  
Scott Clumpner, Grievance Chair - Dallas Fire Fighters Association  
Andrew Montoya, Rehire Applicant  
Miguel Sarmiento, Police Sergeant  
Floyd Simpson, Police Deputy Chief

**Civil Service Department Staff:**

Michelle Hanchard, Assistant Director  
Sheneice Hughes, Test Development and Validation Division Coordinator  
Patricia Marsolais, Secretary to the Civil Service Board  
Kimberly Martin, Sr. Human Resources Analyst  
Pamela McDonald, Manager – Examining and Recruitment Division  
Martha Santos, Coordinator – Civil Service Department

The meeting was called to order at 8:33 a.m.

The minutes of the Thursday, September 13, 2007 meeting were unanimously approved.

The Board heard the rehire appeal of former Court and Detention Services employee Andrew Montoya. After much discussion with Mr. Montoya about his previous employment with the City and consideration of material provided for the Board's review, the Board unanimously denied Mr. Montoya's request.

Dallas Police Department Deputy Chief Floyd Simpson, Division Commander for the Personnel and Development Division briefed the Board on proposed Civil Service Rule changes to Rule XXIII, REQUIREMENTS FOR TRAINEE POLICE OFFICER Section 1 (A) 1 and 2. With the hiring goals and the current requirements very stiff, it is imperative that the military exemption be revised so that more candidates can be recruited.

Chief Simpson added that in the new fiscal year the department is being challenged by City Council to hire 200 officers above the anticipated attrition number of 176. Thus, the Police Department's goal is to hire 400 officers in the fiscal year. The Chief said that the department needs to grow by about 800 officers over the next four years in order to achieve three officers per 1,000 residents. The requested correlation in terms of law enforcement experience will also help boost numbers. The proposed rule changes will allow for a military qualification, certified law enforcement experience, and a change in maximum age to 45. The Chief noted that the City Attorney's Office has reviewed the proposed changes and approved them. A request for a special meeting of the Board was made in order to hold the public hearing on the changes and take a vote.

Assistant Director Michelle Hanchard gave the Board an update on uniform testing projects. She noted that a Senior Corporal exam was coordinated with the military for a candidate away on duty.

The Secretary advised the Board that the budget passed by City Council funded all of the department's services. Although it was an unusually long process, things turned out well.

In department news the Secretary announced that Senior Human Resources Analyst Pamela McDonald had been promoted to the Manager of the Examining and Recruitment Division. The Board congratulated Pam.

There being no further business before the Board, the meeting adjourned at 9:13 a.m.

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**ATTESTED**

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**APPROVED**