

Civil Service Commission
Regular Meeting
August 23, 2022 5:30PM
Santa Fe City Hall Conference Room
12002 Hwy. 6
Santa Fe, Texas

MINUTES

- I. Call meeting to order
Civil Service Director Monique Guidry called the meeting to order at 5:30 p.m.

- II. Roll call
Terri Mills – Present
Bill Reitmeyer – Present
Chris Harrison – Present

- III. Presentation and approval of minutes: June 15, 2021
A motion was made by Terri Mills and seconded by Bill Reitmeyer to approve the June 15, 2021 meeting minutes. The motion passed unanimously.

- IV. Business:
 1. Consideration and Possible Action: Swearing in Chris Harrison to serve the remainder of a 3-year term that expires June 2024.
A motion was made by Terri Mills and seconded by Bill Reitmeyer to appoint Chris Harrison to serve the remainder of a 3–year term that will expire June 2024.

 2. Consideration and Possible Action: Swearing in Bill Reitmeyer to serve the 3 year term that expires June 2025.
A motion was made by Chris Harrison and seconded by Terri Mills to appoint Bill Reitmeyer to serve the 3-year term that will expire June 2025.

 3. Consideration and Possible Action: Elect a Chairman
A motion was made by Bill Reitmeyer and seconded by Chris Harrison to elect Terri Mills as Chairman. The motion passed unanimously.

 4. Consideration and Possible Action: Elect a Vice-Chairman
A motion was made by Chris Harrison and seconded by Terri Mills to elect Bill Reitmeyer as Vice-Chairman. The motion passed unanimously.

 5. Consideration and Possible Action: Ratify and approve the Civil Service Director to schedule entry level, corporal & sergeant exams as needed.
A motion was made by Bill Reitmeyer and seconded by Terri Mills to approve the Civil Service Director to schedule police entry level, corporal, and sergeant exams as needed.

6. Consideration and Possible Action: Appoint and swear in Tiffany Gerhardt as the Civil Service Director.

Civil Service Director Monique Guidry swore in Tiffany Gerhardt as the new Civil Service Director. Ms. Gerhardt's appointment will be valid as long as she is employed with the City of Santa Fe or until a new Director is appointed.

7. Discussion and Possible Action: FY 2022-2023 Collective Bargaining Agreement

The Commission discussed with Sergeant Lino Garcia of the Santa Fe Police Department, and current President of the Santa Fe Police Officer's Association, the 2022-2023 Collective Bargaining Agreement (the "CBA"), between the officers of the police department and the City of Santa Fe (the "City").

Commissioner Harrison asked Sergeant Garcia about the differences between Chapter 143 of the Government Code and the grievance process outlined in the CBA. Sergeant Garcia clarified what the CBA outlines and changes that were made in comparison to the FY 2021-2022 Collective Bargaining Agreement and the FY 2022-2023 CBA. Commissioner Harrison and Sergeant Garcia enquired about the limitations that are imposed on the Civil Service Commissioners as far as interactions and support the Commission is allowed to give as far as fundraising and community outreach with the police officers.

Monique Guidry, the previous Civil Service Director, asked Commissioner Reitmeyer about how often meetings in the past have occurred for clarification. Commissioner Harrison offered clarification to Commissioner Mills about Chapter 143 as a general governing rule for police officers employed with the City in relation to the Civil Service Board, and how that differs from the benefits offered by the CBA. Commissioner Mills asked Sergeant Garcia about needs of the police department and what is needed by the officers. Sergeant Garcia clarified that the CBA covers the needs and wants of the officers through negotiations with the City.

Plans for future communication between the Civil Service Director and the Commissioners were discussed. It was determined that the Commission would like updates via email unless a meeting is needed. Commissioner Harrison requested that any future CBAs signed into agreement be forwarded to the Commission. Sergeant Garcia highlighted several changes that had occurred from the FY 2021-2022 and FY 2022-2023 contract. Those changes were as follows:

- Page 12 – amended the language for beginning positions so that the City can sponsor police cadets through the police academy while being an employee of the City.
- Page 19 – payscale will change to reflect a 2% increase for employees covered under the CBA.
- Page 20 – amended the lateral transfer from a 4-year top out to a 10-year top out now starting on the first day of employment rather than waiting for 1 calendar year to receive the appropriate pay.

- Page 21 – amended K9 handler pay to reflect the \$50 increase from \$100 in the FY 2021-2022 Collective Bargaining Agreement to \$150 to match the special division pay previously agreed upon.
- Page 21 – shift differential language was changed so that officers assigned to night shift would be the only ones to receive shift differential pay.

Additional changes to the CBA contract include education pay incentives for officers covered under the CBA who had college degrees, and bilingual pay incentives for officers covered under the CBA who speak more than one language. Discussion of benefits for telecommunication staff was also covered.

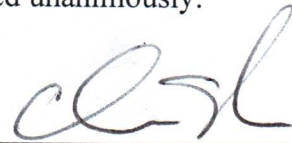
Finally, there was a discussion between the Commission, Sergeant Garcia, and Chief Walter Braun in reference to the Citizens Police Academy hosted through the police department and changes being made to the program.

V. Schedule future meetings

Civil Service Director Tiffany Gerhardt advised the Commissioners that future Commission meetings will be scheduled on as-needed basis.

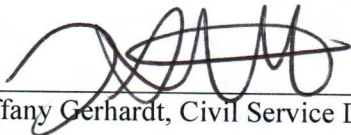
VI. Adjournment

A motion was made at 6:02 p.m. by Commissioner Mills, seconded by Commissioner Reitmeyer, to adjourn the meeting. The motion passed unanimously.



Chairperson

Attest:



Tiffany Gerhardt, Civil Service Director